

# Job Title: Specialist Teacher of the Deaf - DHiT

## Grade: M/UPS + SEN Max

### **Our Vision**

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

### **Our Outcomes**

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

### **Our Values**

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

### **About the Service**

The Specialist Teaching Support Service is a centrally based children and young peoples' service serving Staffordshire.

The Service consists of three teams:

- Deaf / Hearing Inclusion Team
- Vision Inclusion Team
- Autism Inclusion Team

The aims of the post are:

To ensure the special educational needs of Children & Young People who are Deaf or are Hearing Impaired) are met within an inclusive mainstream environment that promotes curriculum access, helping them to become independent learners.

### **Reporting Relationships**

**Responsible to:** Deputy Head Sensory Team (Lead DHIT)

**Responsible for:** Caseload of Deaf / Pupils with Hearing loss

### **Key Accountabilities:**

For qualified teachers without the mandatory qualification to teach the Deaf, the key responsibilities would all be prefaced with 'to assist with'.

- To have day to day responsibility for a designated caseload of hearing-impaired children / young people within a variety of settings which may include resourced schools.
- Identify pupils on caseload requiring alternative access to the curriculum using preferred formats.
- To manage specialist equipment and provision of advice regarding its effective use in school and home settings.
- To teach the relevant skills required (which may include individual teaching, support teaching, advisory, preparation of learning materials) ensuring maximum curricular access.
- Organise the provision of suitably adapted materials.
- To work closely with agencies / other professionals to plan support, monitor and adapt the curriculum and set targets for individual pupils to promote inclusion.
- To provide assessments of children, including the provision of advice for statutory assessment, annual reviews and monitoring progress through IEP targets.

- To assist in ensuring the social and emotional needs of the HI child are appropriately managed by supporting pupils, schools / settings and parents / carers.
- To promote inclusion of HI children by being involved in extra-curricular activities (e.g. pre-school and other parents' groups).
- To direct and supervise the Communication Support Workers involved with individual pupils.
- To promote and build capacity by delivering training for schools and other settings and agencies.
- To support the Team Lead / Head of Service in the development and delivery of commissioning and traded aspects of the service delivery.
- To assist the Team Lead / Head of Service with any other duties that may arise.
- To assist the Head of Service and Team Lead with any other duties that may arise

### **Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Council objectives through:

### **Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

### **People Management**

Engaging with People Management policies and processes

### **Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

### **Climate Change**

Delivering energy conservation practices in line with the Council's climate change strategy.

## **Health and Safety**

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

## **Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.




The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

<b>Minimum Criteria for Disability Confident Scheme*</b>	<b>Criteria</b>	<b>Measured by</b>
	<b>Qualifications / Professional membership</b> <ul style="list-style-type: none"> <li>• Qualified and experienced teacher</li> <li>• Qualified Teacher of the Deaf (or commitment and willingness to complete the Mandatory Qualification)</li> <li>• BSL Level 2</li> </ul>	A
	<b>Knowledge and Experience</b> <ul style="list-style-type: none"> <li>• Knowledge and experience of working in mainstream and / or special schools</li> <li>• Knowledge and experience of working with children with a hearing impairment</li> <li>• Experience of multi-agency working practices</li> <li>• Evidence of continuing professional development</li> </ul>	A/I
	<b>Skills</b> <ul style="list-style-type: none"> <li>• Good communication and listening skills</li> <li>• Ability to positively influence the teaching practice of others</li> <li>• Good organisational skills</li> <li>• Flexibility to work in a variety of locations across Staffordshire</li> <li>• Ability to establish rapport with a wide variety of people</li> <li>• Competent and confident in utilising ICT programmes</li> <li>• Self-motivated and able to work independently</li> <li>• Ability to work as part of a team</li> <li>• Current driving licence (special arrangements can apply for people with disabilities)</li> </ul> <p>This post is designated as an essential car user</p>	A/I



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting  
**Talent and Resourcing Team on 01785 278300**