



Coventry City Council

Job Description

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| Job Title: Teacher of the Deaf in Charge of Specialist Provision | Job reference number R329461973 |
| Directorate: Education and Skills Service: Sensory Team | Post Number: 1007528 |
| Location: Stoke Park Secondary School (Hearing Impaired Resource Base) and Cannon Park School Annexe, Bransford Avenue | Grade: TMS + TLR 2a + SEN 2 Allowance 0.8 FTE |

Our values:

We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation.

Job Purpose:

- To assist with the management of the Hearing Impairment Team, by leading and managing on a day-to-day basis the development of effective strategies for teaching, learning and curriculum access for pupils attending the designated provision for Secondary Hearing Impaired Resource Base (HIRB)
- Lead on transition to Further Education and Employment
- Lead on secondary exam access
- To provide specialist advisory and teaching support for a caseload of children with a hearing impairment, to enable them to access an appropriate inclusive education, in accordance with the Quality Standards for Sensory Support Services and Quality Standards for Resource Provisions for deaf children and young people in mainstream schools

Duties and Responsibilities:

Responsible to:

- Sensory Team Lead through the Lead for HI Team

Duties and responsibilities in addition to those of a Specialist TOD:

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- Leading and managing, on a day-to-day basis, the development of effective teaching, learning and access strategies across the curriculum, to support the educational and general progress of hearing-impaired pupils attending the Secondary Resource Base
- Manage the HIRB provision in partnership with the Senior Leadership Team of the school
- Leading the work of the HIRB in enhancing the teaching practice of other staff in the mainstream school, in meeting the needs of HI pupils in their classrooms

- To be the key lead in Fostering links with FE Colleges with view to potentially creating a service for FE colleges
- Responsibility for monitoring the transition of children with HI in Coventry to Further Education or Employment.
- Day-to-day responsibility for managing liaison with parents/ carers of pupils attending the HIRB and co-ordinate multi agency working with other key professionals.
- Manage all staff in the Resource Base in order to provide an optimum learning environment for deaf pupils. This will involve:
 - Timetabling targeted support
 - Monitor the teaching and learning of youngsters who attend the resource base.
 - Facilitating the quality inclusion both social and academic in the life of the school to promote friendships between deaf students and hearing peers.
 - Responsibility for ensuring that pupil reviews and contributions to reviews within the H.I.R.B. are conducted appropriately, in accordance with the SEN Code of Practice
 - Support the transfer of children within the school, between schools and transition planning arrangements.
 - Support the development of the skills of HIRB based staff and class/subject teachers through modelling deaf awareness training and coaching.
 - Carrying out performance management for specialist support staff to inform specialist professional development

Duties and responsibilities as a Specialist Teacher of HI children:

- To undertake the professional duties of a teacher in accordance with the School Teachers Pay and Conditions document
- To provide specialist teaching support to identified hearing impaired children receiving their education in local mainstream or special settings
- To advise and liaise with teachers and support staff in the educational management of CYP with a hearing impairment and to maintain routine contact with educational staff and families.
- To advise a wide range of other professionals on the educational implications of deafness and on the promotion of language (spoken & signed), communication and literacy skills in deaf children in order to maximise curriculum access.
- To use appropriate communication methods with all children in accordance with parental wishes and the communication policy of the Service.
- To plan and deliver resource-based lessons to groups of hearing-impaired youngsters.
- To advise on the use of specialist equipment including hearing aids /radio aids/cochlear implants/ sound field systems, ensure appropriate skills training for children and to ensure routine maintenance of such equipment.
- To monitor and maintain records of children's educational progress and achievement
- To monitor and maintain records of all involvement with individual children, schools, families and other agencies
- To provide written contributions to both statutory assessments and annual review procedures
- To promote excellent relationships with parents and professionals in the education of hearing-impaired children.
- To promote the inclusion of hearing-impaired children with their educational peer group
- To undertake assessment of the educational implications of a hearing impairment for identified children and to report to families, teachers and other professionals the results of such assessments

- To promote awareness of the needs of CYP with a hearing impairment including through INSET for other professionals
- To take part in professional development activities related to the above duties as required by the Service in line with the Quality Standards for Sensory Support Services and National Teaching Standards
- To contribute to the overall development and management of policies and practices within the Sensory Team
- To undertake all duties related to the post in a manner concordant with Coventry City Council policies regarding SEN and Inclusion
- To undertake other duties relating to the educational support of hearing-impaired children commensurate with the post of Teacher of the Deaf required by the Professional Lead Hearing Impairment
- To carry out any other duties and responsibilities appropriate to the range of the salary grade
- Any other duties and responsibilities within the range of the salary grade.

This job description will be reviewed annually but will be subject to formal review at least once in a two-year Professional Review cycle. The job description may be re-negotiated at any other time at the request of the teacher or the Sensory Team Lead. Any proposed changes will be discussed in detail with the post holder

The post holder must comply with Coventry City Council's health and safety policy and in particular is required:-

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- To cooperate with their line manager and senior management, to work safely, to comply with health and safety instructions and information and undertake appropriate health and safety training as required
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.

Any further Health and Safety responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

The post holder must comply with the Interagency procedures of the Safeguarding Boards and Coventry City Council's policies for safeguarding children and safeguarding adults and in particular is required:-

- To ensure they are aware of the signs that may suggest a child or vulnerable adult is being abused or neglected
- To report to their manager, or other appropriate manager, any concerns they may have that suggest that a child or vulnerable adult may be being abused or neglected immediately

Any further Safeguarding Board responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council's Workforce Diversity and Inclusion Policy.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

Responsible to: Sensory Team Lead through the Deputy Lead Sensory Team

Date Reviewed: April 2021



Coventry City Council

Person Specification

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| Job Title: | Teacher of the Deaf in charge of Specialist Provision | Job Number: | R329461973 |
| Directorate: | Education and Skills | Post Number: | 1007528 |
| Service: | Sensory Team | Grade: | TMS/UPS + TLR 2.a + SEN 2 Allowance FTE 0.8 |
| Location: | Stoke Secondary School and Cannon Park School Annexe | | |

| Area | Description |
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| Knowledge: | <ul style="list-style-type: none"> A firm knowledge of educational principles and curriculum management including assessment in relation to SEN and Inclusion. |
| | <ul style="list-style-type: none"> A substantial knowledge of general, cognitive and linguistic development in children, with particular knowledge of hearing-impaired youngsters |
| | <ul style="list-style-type: none"> A thorough knowledge regarding the educational implications of a hearing impairment including those with additional needs |
| | <ul style="list-style-type: none"> A thorough knowledge of appropriate strategies and interventions associated with effective teaching and development of independence for children with significant hearing impairments including how to support children with a hearing impairment and a wide range of communication needs and approaches (including auditory / oral and BSL or Sign Support) in their learning |
| | <ul style="list-style-type: none"> An understanding of key issues, local and national, in the education of children with particular reference to SEN and Inclusion |

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| Skills and Abilities: | <ul style="list-style-type: none"> Evidence of success when teaching children with a hearing impairment, including those with additional needs |
| | <ul style="list-style-type: none"> Ability to form supportive relationships with colleagues |
| | <ul style="list-style-type: none"> Willingness to take managerial initiatives, responsibilities and contribute to overall Service development |
| | <ul style="list-style-type: none"> Flexibility in responding to the changing needs of children and families |
| | <ul style="list-style-type: none"> Excellent communication (written and oral) and ability to work co-operatively with others |
| | <ul style="list-style-type: none"> Excellent interpersonal skills in order to deal effectively with a wide range of service users and situations |
| | <ul style="list-style-type: none"> Excellent ICT skills and ability to undertake assessment procedures, plan and facilitate delivery of appropriate programmes of educational support for children and young people with hearing impairments across phases |
| | <ul style="list-style-type: none"> Commitment to the City Council's policies regarding SEN and Inclusion and Equal Opportunities |

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| Experience: | <ul style="list-style-type: none"> A successful record of recent teaching experience with hearing impaired children. |
| | <ul style="list-style-type: none"> Substantial and successful experience of collaborative working in close partnership with families and contributing to multi-agency model of support |

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| | <ul style="list-style-type: none"> • Substantial and successful experience of delivering in service training to teachers and other professionals. |
| | <ul style="list-style-type: none"> • Experience in a secondary school would be beneficial |
| | <ul style="list-style-type: none"> • A successful record of recent teaching experience of developing an appropriately modified curriculum and educational programmes to meet the needs of children with a hearing impairment . |

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| Educational: | <ul style="list-style-type: none"> • Qualified Teacher Status- fully qualified to teach in maintained schools |
| | <ul style="list-style-type: none"> • Mandatory Teacher of the Deaf professional qualification. |
| | <ul style="list-style-type: none"> • Evidence of significant professional development relating to practice |
| | <ul style="list-style-type: none"> • Minimum qualification in British Sign Language at BSL level 1 with a commitment to learn BSL2 |

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| Special Requirements: | <ul style="list-style-type: none"> • This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS) |
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Date Reviewed: April 2021

Updated: