

## Job Description

### ***Qualified Teacher of children and young people with Hearing Impairment (QToD)***

<b>Service:</b>	Specialist Teaching Service	<b>Team:</b>	Inclusion
<b>Location:</b>	Countywide		
<b>Salary range:</b>	£38, 690 - £41,604 + £2,270 - £4,479	<b>Grade:</b>	UPS + 2 SEN Points dependent on relevant experience
<b>Reports to:</b>	TOD Team Manager	<b>Staff responsible for:</b>	None

#### **Job Purpose**

- To work in collaboration with child. Young person (CYP), their families, schools (EYFS settings & Special Schools) and other educational providers to optimise outcomes for CYP with hearing loss.
  - To work strategically with individual schools, settings and various professionals across localities to improve the quality of teaching for CYP with hearing loss.
- To deliver special/additional needs teaching, advice, support and training to settings, schools, colleges and other commissioners in order to raise achievement, promote inclusion and increase access to learning for children and young people with hearing loss.
- To support and provide additional provision in response to the needs and requests of schools, settings and colleges when meeting the needs of children and young people with hearing loss.
- To participate in multi-agency assessments to identify overall needs and progress of the CYP.
- To have the knowledge, skills and ability to deliver a high-quality service.

#### **Accountabilities/Responsibilities**

- Provide specialist teaching, support and advice, as requested from a range of commissioners, for children and young people (CYP) with hearing loss to support inclusion.
- To promote a range of effective teaching strategies for CYP with hearing loss which lead to a greater rate of pupil progress and higher level of access and inclusion; ensuring that pupil progress is monitored and where this is not evident that further advice and recommendations are provided.
- To work with individual schools and settings by teaching, supporting and training professionals to ensure all learning opportunities are accessible and to also ensure the personal and social development of the CYP is progressing.
- Ensure specialist skills are maintained and developed and have a sound knowledge of the major legislation and current issues affecting settings, schools and SEND generally and also specific issues surrounding hearing loss.
- To work in partnership with staff and parents/carers to develop and review individual targets and outcomes and as well as offering specialist advice on specific targets and teaching approaches for CYP with hearing loss.
- To provide information on the nature of the CYP's hearing loss and its implications for social, emotional, and educational development to professionals, settings and schools, parents/carers and other relevant agencies.
- Be responsible for planning, management and delivery of individual caseload to meet the needs of the CYP.
- Support an area of development within the Specialist Teaching Service as identified in the Development Plan.
- To maintain records and report on the assessment and progress of pupils to schools, parents and other agencies, in line with agreed policies.

- Promote safeguarding and well-being of all learners.
- To advise on specialist equipment and specific strategies appropriate to individual pupils.
- To manage personal amplification systems and where applicable, radio aid systems.
- Be knowledgeable about signposting to other services and support available where applicable.
- Complete any other reasonable duties as required by the Specialist Teaching Service Manager.

## Other

- **Equal Opportunities**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

- **Health and safety**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

- **Customer Focused**

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

## Our Values

### We expect all our employees to demonstrate and promote our values:

- **Supportive**

We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.

- **Innovative**

We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.

- **Respectful**

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

- **Collaborative**

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

## Person Specification

### ***Qualified Teacher of children and young people with Hearing Impairment (QToD)***

All the following requirements are essential unless otherwise indicated by \*

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

<b>Qualifications</b>
<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Mandatory QToD / QTMSI or willingness to work towards within an agreed timescale.</li> <li>• Minimum Level 1 BSL</li> </ul>
<b>Experience</b>
<ul style="list-style-type: none"> <li>• Experience or interest in of working in a relevant field of education which includes working with CYP with hearing loss.</li> <li>• Assessment and information gathering relevant to child/ young person (CYP) with SEND.</li> <li>• Monitoring progress and use of data to show impact.</li> <li>• Successful working with a range of professionals and parents</li> <li>• Successful teaching of CYP in a range of settings and schools.</li> </ul> <p>*Recent delivery, planning and development of INSET or CPD.</p>
<ul style="list-style-type: none"> <li>• A thorough and up to date knowledge of the EYFS/National Curriculum, legislation and guidance and the wider implications for working with child and young person with SEND.</li> <li>• Knowledge and experience of implementing inclusive provision in schools and settings for CYP with SEND</li> <li>• Knowledge of specialist assessments and intervention strategies which contribute to the development of provision for CYP with SEND.</li> <li>• Ability to communicate and establish successful relationships with both professionals and parents and work effectively as part of a team.</li> <li>• Ability to successfully organise and manage an allocated caseload in order to meet the needs of the CYP.</li> <li>• Ability to use ICT to support both teaching and administration.</li> </ul> <p>*Ability to use specialist equipment relating to children and young people with hearing loss.          *Ability to support settings, schools and colleges with implementing a range of strategies specific to hearing loss.</p>
<b>Other essential requirements</b>
<ul style="list-style-type: none"> <li>• Commitment to inclusion and diversity.</li> </ul>

- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.
- This is an essential car user post:  
*You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive*

## Directorate Core Values

Adult & Community Services Directorate	Children & Young People Directorate
<p>We believe in putting people first – promoting independence, opportunity, protection and inclusion.</p> <p>Our core values are:</p> <ul style="list-style-type: none"> <li>• Everyone is unique and should be treated with respect.</li> <li>• Working in partnership is more effective than working alone.</li> <li>• People who use our services, and their carers, should be fully involved in decisions about their lives.</li> <li>• Everyone has a right to free access to information.</li> <li>• Our services should respond to the diversity of our local communities.</li> <li>• Our workforce is our most important resource. Investing in our staff, involving them in decisions and developing flexible ways of working achieve better results for the people who use our services.</li> </ul>	<p>We believe we can make a positive difference to the lives of children and young people.</p> <p>Our core values are:</p> <ul style="list-style-type: none"> <li>• the role of parents, carers and everyone who has parenting responsibilities;</li> <li>• what children, young people and their families want to tell us;</li> <li>• the power of people working together to achieve common aims;</li> <li>• good public service;</li> <li>• the richness of our diverse communities and cultural heritage;</li> <li>• the essential contribution which education and learning make in improving the lives of children and young people; and</li> <li>• the creative contribution made by children and young people to their communities.</li> </ul>
Environment Directorate	Office of the Chief Executive Directorate
<p>Our core values are to:</p> <ul style="list-style-type: none"> <li>• develop and maintain safe and effective transport systems;</li> <li>• support and protect Lancashire's people and businesses;</li> <li>• improve the quality of Lancashire's environment and quality of life for the people of Lancashire;</li> <li>• help regenerate Lancashire's urban and rural areas; and</li> <li>• plan a better, more sustainable future for Lancashire.</li> </ul>	<p>Our core values are:</p> <ul style="list-style-type: none"> <li>• governance;</li> <li>• corporate working;</li> <li>• partnership working;</li> <li>• community leadership;</li> <li>• communication; and</li> <li>• service delivery.</li> </ul>
Resources Directorate	
<p>Our core values are to:</p> <ul style="list-style-type: none"> <li>• satisfy the council's customers within the legal and financial restrictions placed on us;</li> <li>• support and develop our staff;</li> <li>• increase the extent to which we aim for, measure and improve service performance and standards;</li> <li>• help build strategic capacity for the county council;</li> <li>• maintain good governance;</li> <li>• support partnership working;</li> <li>• maintain consistency across the whole of the county council;</li> <li>• understand and share the objectives of the council and its directorates, whilst acting always in the interests of the council as a whole; and</li> <li>• promote efficiency and value for money.</li> </ul>	<p>To help achieve these objectives, we will continue to develop a working environment where:</p> <ul style="list-style-type: none"> <li>• ideas flourish and participation is the norm;</li> <li>• communication, feedback and praise go in all directions;</li> <li>• everyone contributes with the aim of achieving agreed goals, not doing only what they are told to do;</li> <li>• processes are a framework, not a straitjacket; and</li> <li>• managers are treated with respect and treat everyone with respect.</li> </ul>