**Person Specification: Teacher of the Deaf**

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| Attributes | Essential  | Desirable  |
| Qualifications | * Qualified Teacher Status (QTS)
* Qualified Teacher of the Deaf (TOD)
* British Sign Language level 3 or commitment to obtain
 | * INSET relevant to current developments in Teaching Deaf and HI students
* Evidence of further advanced study
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| Skills, Knowledge and Understanding of the Curriculum  | * A proven ability to design monitor and evaluate classroom provision based on the identified needs of individual Deaf and Hearing Impaired Students
* Ability to communicate with Deaf people and to be able to adapt communication to suit their needs
* Ability to identify appropriate technologies for Deaf learners.
* Learning and differentiation strategies that support the development of student understanding in the context of a range of different HI needs
* The characteristics of outstanding teaching for different areas of need and the main strategies for improving and sustaining high standards of teaching for HI students
* Intervention strategies to support student achievement for HI students
* Excellent written and oral communication skills
* Empathy with young people of all levels and backgrounds
* Commitment to valuing and respecting all members of the school community
 | * The support that can be offered by external agencies and how to use these effectively
* Have knowledge of recent government initiatives and the implications for the education of deaf students
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| Experience | * Varied and successful experience with Deaf and Hearing Impaired students
* Strong professional development record
* An outstanding classroom practitioner across the age and ability range
* Experience of developing and sustaining positive relationships with parents, staff and students to establish ethos, consensus and capacity
 | * Teaching experience in other key stages
* Evidence of experience in safeguarding and inclusion provision
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| Personal Qualities  | * Lead and motivate staff to work towards common goals, supporting a team “can do” ethos
* A willingness to learn and develop new skills
* A desire to make a difference to the lives of young people
* To work proactively within the ethos of the school
* Ability to prioritise, plan, organise, work under pressure and meet deadlines
* An excellent attendance record
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We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

March 2025