**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 |
| 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 |
| 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 |
| 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 |  |

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