



PERSON SPECIFICATION

Teacher of the Deaf

Factor	Essential	Desirable	Method of assessment
Be passionate about learning and wanting our school to provide the best possible learning experiences for all of our pupils, this includes contributing to the strategy for OUTSTANDING learning across our whole school and leading this strategy in allocated year group.			
Safeguarding children			
Committed to ensuring all pupils in our school are kept safe.	✓		Application form Interview
Enhanced DBS check.	✓		Recruitment checks
Equal opportunities			
Committed to ensuring that all members of our school community can achieve excellence	✓		Application form Interview
Qualification and experience			
Hold qualified teacher status	✓		Application form
Experience of teaching in different key stages (this may be as a student).	✓		Application form
Hold Teacher of the Deaf qualification		✓	Application form
Have at least 3 years experience as a mainstream teacher.		✓	Application form
Have experience of teaching using total communication approach.		✓	Application form
Good written communication skills	✓		Application form Tasks
Good oral communication skills	✓		Interview
Good BSL communication skills (at least level 2)		✓	BSL assessment
Teaching			
Have high expectations for all learners.	✓		Application form Interview
Demonstrate good progress and outcomes for pupils.	✓		Application form Teaching activity
Demonstrate good progress and outcomes for deaf pupils.		✓	Application form Teaching activity

Factor	Essential	Desirable	Method of assessment
Have excellent subject knowledge of curriculum in specified Key Stage.	✓		Application form
Have excellent subject knowledge of curriculum across all Key Stages in a Primary School.		✓	Application form
Have an outstanding teaching personality that allows deaf pupils to make good progress with their learning during lessons.	✓		Teaching activity
Have a good understanding of the need to differentiate lessons.	✓		Interview
Have experience of supporting mainstream teachers in differentiating planning for deaf pupils.		✓	Application form Interview
Demonstrate a range of techniques to make strong formative assessments.		✓	Teaching activity Interview
Have a good understanding of summative assessment linked to specified Key Stage.	✓		Application form
Have a good understanding of summative assessment across all Key Stages in a Primary School.		✓	Application form
Know the specific issues faced by deaf learners in a primary school.		✓	Application form Interview
Know a range of strategies that promote excellent learning behaviours.	✓		Teaching activity Interview
Evidence of leading the work of other adults in classrooms.	✓		Application form Interview
Be committed to engaging parents in the work of the school.	✓		Application form Interview
Show commitment to upholding excellent levels of professional conduct as a teacher.	✓		Application form Interview
Developing self and working with others			
Commitment to own improvement through professional development / further study	✓		Application form