

Job Description



Job Title: Qualified Teacher of Deaf Children & Young People	Service Area: Sensory- Deaf Support Service	
Directorate: CYPS	Post Number: FROM FUSION	Evaluation Number: FROM HRMI SYSTEM
Grade: Main-scale/UPS +SEN 1 or 2 depending on experience and qualifications	Date last updated: December 2025	

Overall Purpose of Job

To ensure that children, young people and families in Newham a access first class service that fulfils their potential, and when they need additional support, provide services that are local and easily accessible.

To provide quality specialist direct teaching to deaf learners across: language, communication development, audiological profiles and the national PuD (Personal Understanding of Deafness) curriculum.

To deliver specialist teaching to babies, children and young people and their families, to include (but not exclusively) maximising residual hearing, listening and attention for communication and interaction.

Support managers in the development delivery and review of planning, performance, Commissioning services for children, young people, their families and carers so that overall costs are reduced but the life chances of children and young people are maximised.

To provide up to date knowledge, supportive advocacy, and bespoke intervention whilst developing and sustaining positive relationships with families of newly identified deaf C&YP. Leading on specialist strategies for those identified through New born Hearing Screening.

To meet standards for teachers including demonstrating high quality teaching, modelling and demonstration of lessons, and within this role to act as a member of the SEND service

To take lead responsibility for co-ordinating and developing networks and areas of work across settings and to promote good practice in special educational needs.

To have secure knowledge of effective approaches to teaching and learning for children with a deafness/who are deaf and to work with families, settings and schools to advise, model and

deliver programmes of intervention which ensure maximum curricular access and progression for pupils with special educational needs.

To work proactively to promote the achievement of children and young people with a deafness/ who are deaf and to do this in a way which fosters partnership working and successful transition between settings.

To work proactively and in partnership with professionals across the children and young people's service, the local authority, outside agencies (including the voluntary sector) to ensure cohesive service delivery to families, schools and settings

To lead specialist training sessions for teachers, TAs, parents/ carers and other professionals across children and young people's services.

Job Context

The post holder reports to Head of Deaf Support

1. The post holder will have a caseload across the 0-25 age and will Lead on a specific area across the Service, as determined at interview.
2. The post holder has no management responsibility.
3. The post holder has no budget responsibility for allocated capitation / specialist equipment.

EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.

PROTECTING OUR STAFF AND SERVICES

Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.

Applicable contract terms and duties

All teachers are required to undertake the duties of school teachers as set out in the School Teachers' Pay and Conditions document. The post is otherwise subject to the Conditions of Service for school teachers in England and Wales (the "Burgundy Book") and locally agreed conditions of employment to the extent that they are incorporated in the post holder's individual contract of employment.

Key Tasks and Accountabilities:

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may

fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

To undertake all responsibilities listed below:

1. To deliver effective, evidence led Services under the direction of the Head of Deaf Service.
2. To deliver specialist direct teaching according to the deaf C&YP's needs.
3. To work closely with allied services, to ensure seamless assessment, provision and management of deaf C&YP.
4. To liaise with senior managers in schools and settings to ensure maximum curricular access and progression for pupils with sensory needs with particular focus on use of relevant national and local data to inform target setting and outcomes for identified groups of children with a deafness/ who are deaf.
5. To demonstrate, model and support families, schools and settings in the assessment of children and young people, including ability to carry out functional speech discrimination assessments.
6. To advise on the effectiveness of, and when necessary justify the use of, specialised techniques, materials and equipment including personal RMS (remote microphone systems).
7. To support families with the identification of their child's deafness, any amplification device necessary and provide ongoing assessment and intervention to meet developmental needs as they move through education into adulthood.
8. To assess and influence the development and direction of the work undertaken by other teachers, TAs and other support staff.
9. To plan and deliver training including training in the use of specialised programmes and equipment.
10. To lead the development of significant project(s) related to child achievement and/ or the children and young people's services agenda.
11. To analyse strengths and weaknesses in areas of responsibility and set plans for improvement.
12. To advice and support schools with preparation for, and support with transitions.
13. To support schools in ensuring the views and voices of children and young people with a deafness/who are deaf are heard in the teaching context as well as the wider context of the educational setting.

14. To take responsibility for ensuring that good practice is shared and disseminated in schools and within the range of children and young people's services.
15. To attend meetings including multi-disciplinary assessments, case conferences and reviews and actively contribute to the partnership work that arises to ensure approaches within the team support effective multi- agency working.
16. To actively maintain and develop up to date knowledge and skill in the field of deaf education.
17. To support managers in recruitment, selection and induction of staff.
18. To maintain a high level of ICT and the effective use of ICT across the curriculum.
19. To attend support and supervision meetings, training days and other in-service activities.

Service Person Specification

Job Title Qualified Teacher of Deaf Children & Young People	Team: Sensory – Deaf Support Service
Grading: Main-scale/UPS +SEN 1 or 2 depending on experience and qualifications	Date last updated November 2025

IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

CRITERIA	METHOD OF ASSESSMENT
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EQUALITY AND DIVERSITY

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CRITERIA	METHOD OF ASSESSMENT
<p>KNOWLEDGE:</p> <p>A clear understanding of equal opportunities.</p> <p>Specialist knowledge and understanding of the relevant issues (including national and local initiatives) in both education generally and SEN</p>	<p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p>
<p>QUALIFICATIONS/ EXPERIENCE:</p> <p>Qualified Teacher Status (QTS).</p> <p>Qualified Teacher of Deaf status. (Essential).</p> <p>Qualified Educational Audiologist (desirable/training might be possible for a suitable candidate).</p> <p>Stage 2 BSL or equivalent (desirable)</p> <p>Evidence of comprehensive professional development including specialist training courses.</p> <p>Significant teaching experience in inclusive settings/schools working with children and young people who are deaf/have a deafness.</p> <p>Ability to demonstrate effective teaching methods for pupils who are deaf/have a deafness.</p>	<p>Certificates</p> <p>Application Form/Interview.</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Certificate</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p>

<p>SKILLS AND ABILITIES:</p> <p>Well developed problem solving and negotiation skills.</p> <p>Excellent organisational skills.</p> <p>Ability to develop and sustain partnerships with all stakeholders.</p> <p>Excellent interpersonal / communication skills.</p> <p>Ability to produce high quality reports</p> <p>Ability to meet deadlines</p> <p>High level of competence in ICT and good awareness of the use of ICT across the curriculum</p>	<p>Application Form/Interview/Test</p> <p>Application Form/Interview/</p> <p>Application Form/Interview/</p> <p>Application Form/Interview/</p> <p>Application Form/Interview/ Test</p> <p>Application Form/Interview</p> <p>Application Form/Interview / Test</p>
<p>PERSONAL STYLE AND BEHAVIOUR:</p> <p>Able to work co-operatively as part of a team/ be the advocate that families need.</p> <p>Able to demonstrate a strong commitment to public service.</p> <p>Has a high degree of integrity.</p> <p>Able to demonstrate fairness and openness.</p> <p>Strong commitment to team working. Ability to work under pressure.</p>	<p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p>
<p>OTHER SPECIAL REQUIREMENTS:</p> <p>This post is subject to an enhanced CRB check.</p> <p>This post is exempt from The Rehabilitation of Offenders Act (1974).</p>	<p>Satisfactory clearance at conditional offer stage</p> <p>Application Form</p>

Able to travel between schools.	Application Form/Interview
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