



Laycock Primary School

Teacher of the Deaf Recruitment Pack



If we believe it, we can achieve it



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School Location



Teacher of the Deaf

Laycock Primary School

CONTRACT: Permanent

HOURS: Full-Time

SALARY RANGE: Main Pay Scale 1-6 plus
SEN allowance (dependent on experience
and qualifications)

ACTUAL SALARY: £36,745 - £47,666 plus
SEN Allowance £2,539 (not reflecting new
uplift from Sept 24 - to be applied)

REQUIRED FOR: January 2025

Advert

Laycock School is a large primary school with a 64 place Provision for Deaf Children. It is a welcoming and inclusive environment with a friendly and supportive staff. Our deaf children are taught in both small class groups by a teacher of the deaf and also within their mainstream classes. The candidate should have outstanding classroom practice, experience of working with children with Cochlear Implants and a commitment to an oral/aural means of communication.

You would be welcome to apply even if you do not have the Teacher of the Deaf Qualification but would be interested in working with Deaf Children and then undertaking the training at a later stage.

We encourage visits from prospective candidates. To arrange a visit please contact Fredrick Hall or Susan Brownson: office@laycock.islington.sch.uk

Closing date for applications: Midnight, Monday 7th October 2024

Shortlisting: Wednesday 9th October 2024

Interviews: Thursday 17th October 2024 (all day – please provisionally request time-off)

To apply: Follow the jobs <https://jobs.islington.gov.uk/vacancies/872/teacher-of-the-deaf.html>

If you need any assistance, please email office@laycock.islington.sch.uk quoting reference: **LAY872**

Laycock Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All appointments are subject to an enhanced DBS disclosure. Also, this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations. An online search will be conducted on shortlisted candidates.

Teacher of the Deaf

Laycock Primary School

CONTRACT: Permanent

HOURS: Full-Time

SALARY RANGE: Main Pay Scale 1-6 plus

SEN allowance (*dependent on experience and qualifications*)

RESPONSIBLE TO: Headteacher



Job Description

PURPOSE OF THE POST

This job description should be read alongside the range of duties of teachers set out in the annual School Teachers' Pay and Conditions Document.

Members of staff should at all times work within the framework provided by the school's policy statements to fulfil the general aims and objectives of the school's Education Development Plan.

MAIN RESPONSIBILITIES

CLASS TEACHER IN OUR PROVISION FOR DEAF CHILDREN

- To be a qualified Teacher of the Deaf or be in/or willing to undertake training.
- To have a sound knowledge of children's language development and a commitment to an oral/aural means of communication.
- To have a good working knowledge of audiology in regard to children's personal/radio hearing aids and cochlear implants.
- To ensure that children make maximum use of their residual hearing.
- To be responsible to the Headteacher and Deputy Headteacher with responsibility for the Provision for Deaf Children.
- To deliver a broad and balanced curriculum which satisfies all the demands of the National Curriculum to the agreed class of children so that each child's needs are met.
- This work to be planned with the appropriate colleagues so that deaf and hearing children can experience the same curriculum.
- To monitor, evaluate and assess these plans so that each child's needs are met and progress is ensured.

Relationships with children and young people

- Have high expectations of children and young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them.
- Hold positive values and attitudes and adopt high standards of behaviour in their professional role.

Frameworks

- Maintain an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which they work, and contribute to the development, implementation and evaluation of the policies and practice of their workplace, including those designed to promote equality of opportunity.

Communicating and working with others

- Communicate effectively with children, young people and colleagues.
- Communicate effectively with parents and carers, conveying timely and relevant information about attainment, objectives, progress and well-being.
- Recognise that communication is a two-way process and encourage parents and carers to participate in discussions about the progress, development and well-being of children and young people.
- Recognise and respect the contributions that colleagues, parents and carers can make to the development and well-being of children and young people, and raising their levels of attainment.
- Have a commitment to collaboration and co-operative working where appropriate.

Personal and professional development

- Evaluate their performance and be committed to improving their practice through appropriate professional development.
- Have a creative and constructively critical approach towards innovation; being prepared to adapt their practice where benefits and improvements are identified.
- Act upon advice and feedback and be open to coaching and mentoring.

Professional knowledge and understanding

Teaching and learning

- Have a good, up-to-date working knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential.

Assessment and monitoring

- Know the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those relating to public examinations and qualifications.
- Know a range of approaches to assessment, including the importance of formative assessment.
- Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor the progress of those they teach and to raise levels of attainment.
- Know how to use reports and other sources of external information related to assessment in order to provide learners with accurate and constructive feedback on their strengths, weaknesses, attainment, progress and areas for development, including action plans for improvement.

Subjects and curriculum

- Have a secure knowledge and understanding of their subjects/curriculum areas and related pedagogy including: the contribution that their subjects/curriculum areas can make to cross-curricular learning; and recent relevant developments.
- Know and understand the relevant statutory and non-statutory curricula and frameworks, including those provided through the National Strategies, for their subjects/curriculum areas and other relevant initiatives across the age and ability range they teach.

Literacy, numeracy and ICT

- Know how to use skills in literacy, numeracy and ICT to support their teaching and wider professional activities.

Achievement and Diversity

- Understand how children and young people develop and how the progress, rate of development and well-being of learners are affected by a range of developmental, social, religious, ethnic, cultural and linguistic influences.
- Know how to make effective personalised provision for those they teach, including those for whom English is an additional language or who have special educational needs or disabilities, and how to take practical account of diversity and promote equality and inclusion in their teaching.
- Understand the roles of colleagues such as those having specific responsibilities for learners with special educational needs, disabilities and other individual learning needs, and the contributions they can make to the learning, development and well-being of children and young people.
- Know when to draw on the expertise of colleagues, such as those with responsibility for the safeguarding of children and young people and special educational needs and disabilities, and to refer to sources of information, advice and support from external agencies.

Health and well-being

- Know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people.
- Know the local arrangements concerning the safeguarding of children and young people.
- Know how to identify potential child abuse or neglect and follow safeguarding procedures.
- Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.

Professional skills

Planning

- Plan for progression across the age and ability range they teach, designing effective learning sequences within lessons and across series of lessons informed by secure subject/curriculum knowledge.
- Design opportunities for learners to develop their literacy, numeracy, ICT and thinking and learning skills appropriate within their phase and context.
- Plan, set and assess homework, other out-of-class assignments and coursework for examinations, where appropriate, to sustain learners' progress and to extend and consolidate their learning.

Teaching

- Teach challenging, well-organised lessons and sequences of lessons across the age and ability range they teach in which they:
 - a) use an appropriate range of teaching strategies and resources, including e-learning, which meet learners' needs and take practical account of diversity and promote equality and inclusion
 - b) build on the prior knowledge and attainment of those they teach in order that learners meet learning objectives and make sustained progress
 - c) develop concepts and processes which enable learners to apply new knowledge, understanding and skills
 - d) adapt their language to suit the learners they teach, introducing new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively
 - e) manage the learning of individuals, groups and whole classes effectively, modifying their teaching appropriately to suit the stage of the lesson and the needs of the learners.
- Teach engaging and motivating lessons informed by well-grounded expectations of learners and designed to raise levels of attainment.

Assessing, monitoring and giving feedback

- Make effective use of an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress and levels of attainment.
- Provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development.
- Support and guide learners so that they can reflect on their learning, identify the progress they have made, set positive targets for improvement and become successful independent learners.
- Use assessment as part of their teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching.

Reviewing teaching and learning

- Review the effectiveness of their teaching and its impact on learners' progress, attainment and well-being, refining their approaches where necessary.
- Review the impact of the feedback provided to learners and guide learners on how to improve their attainment.

Learning environment

(a) Establish a purposeful and safe learning environment which complies with current legal requirements, national policies and guidance on the safeguarding and well-being of children and young people so that learners feel secure and sufficiently confident to make an active contribution to learning and to the school.

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Laycock Primary School

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SALARY RANGE: Main Pay Scale 1-6 plus

SEN allowance (*dependent on experience and qualifications*)

RESPONSIBLE TO: Headteacher



Person Specification

ESSENTIAL CRITERIA

You must demonstrate on your application form that you meet the following essential criteria.

- E1.** Qualified Teacher Status and evidence of appropriate subsequent in-service training.
- E2.** Qualification as a Teacher of the Deaf or willingness to undertake training.
- E3.** Knowledge of language development in deaf and hearing children.
- E4.** Knowledge and expertise in provision and maintenance of audiological equipment
- E5.** Knowledge and experience in planning and delivering the National Curriculum with an ability to differentiate in terms of delivery according to the individual needs of children.
- E6.** Proven experience of leading and managing change at an appropriate level including the curriculum, classroom organisation and administration in a school.
- E7.** Proven experience of high standards of classroom practice and of teaching area of responsibility.
- E8.** Evidence of the personal and intellectual qualities required to set an example to others and to lead a team.
- E9.** Respect for the views of parents and a commitment to the importance of the involvement of parents in the learning process.
- E10.** Evidence of a commitment to excellence and the maximising of academic and personal achievement for all pupils.
- E11.** Evidence of good interpersonal skills and the ability to work as member of a team and develop and maintain good relations with all members of the school community. To work co-operatively with the staff of the Local Education Authority and relevant agencies as required.

- E12.** Evidence of the ability to communicate clearly both orally and in writing with pupils, parents and colleagues.
- E13.** Evidence of the ability to define effective measures for the performance of pupils and classes and to keep these measures under systematic review.
- E14.** Evidence of knowledge and understanding of effective record keeping, and its use to promote the educational and personal development of all children within the school.
- E15.** Evidence of the ability to maintain effective classroom discipline in a positive context and to promote well-ordered and self-disciplined behaviour throughout the school.
- E16.** An understanding of the responsibility of the class teacher with regard to the safeguarding and health and safety of pupils in their care.
- E17.** Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- E18.** Ability to deliver services to customers meeting the school's standard for customer care.
- E19.** A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service.
- E20.** A commitment to deliver services with the framework of the school's equal opportunities policy.



How to Apply

Application Deadline

Completed application forms must be received by **Midnight, Monday 7th October 2024**

To apply, follow the jobs link:

<https://jobs.islington.gov.uk/vacancies/872/teacher-of-the-deaf.html>

If you need any assistance, please email office@laycock.islington.sch.uk quoting reference: **LAY872**

Please note that CV's and hard copy applications will not be accepted.

Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement, addressing all of the criteria identified at application stage.

Visits

To arrange a visit please contact Fredrick Hall or Susan Brownson: office@laycock.islington.sch.uk

Selection procedure

The selection will be made by a panel of senior leaders. Candidates will be notified immediately after this has taken place. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone or e-mail) are clearly identifiable from the application form, so that your confidentiality is maintained.

The selection process will take place on **Wednesday 9th October 2024**. Shortlisted candidates will be given more details.

References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection. As part of Safer Recruitment, there will be a **social media check** done on all shortlisted candidates. Information on this will be sent with the invite to interview email.



Laycock Primary School

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Email: office@laycock.islington.sch.uk

Website: <https://www.laycock.islington.sch.uk/>

Nearest station: Highbury & Islington

