



**Fareham**  
Academy

**Applicant Pack**  
**Teacher of the Deaf**

**MPS/UPS – 0.4**  
(with an additional payment of £2,806)

**Start date: 01 January 2023**

Fareham Academy  
[www.fareham-academy.co.uk/vacancies](http://www.fareham-academy.co.uk/vacancies)

For an informal discussion about this post, more information or to arrange a visit,  
please contact the Academy on 01329 318003 or [g.payne@fareham-academy.co.uk](mailto:g.payne@fareham-academy.co.uk)

**Closing Date: 14 October 2022**

## Letter from Headteacher

Dear Applicant

I am delighted that you are expressing an interest in working at Fareham Academy. We are a caring and forward-thinking school, where academic achievement and the personal development of each child go hand in hand. Our motto “Unlocking Potential – Creating Opportunity” supported by our values of Resilience, Aspirations and Kindness captures the ambition we have for all our students.

Throughout my time as Headteacher, especially through these turbulent times, I have consistently seen exceptional teaching and learning, which has been verified through our recent Ofsted Inspection in October 2021. I am especially proud that several members of our Middle Leadership started their careers with the school. We are committed to the development of all our staff and providing the opportunities and support to progress in their careers.

We are looking for the right person to add value to our school and be part of our exciting journey. I wish you the best of luck with the application process.

If you have any questions on the recruitment process, please email [g.payne@fareham-academy.co.uk](mailto:g.payne@fareham-academy.co.uk) or visit our website: [www.fareham-academy.hants.sch.uk](http://www.fareham-academy.hants.sch.uk)

Yours faithfully,

Christopher Prankerd  
**Headteacher**



## Teacher of the Deaf

Fareham Academy is seeking to appoint a Teacher of the Deaf (TOD) to join our small, well-established and enthusiastic team who support the achievements of deaf/hearing impaired children and their families. The role will be based here at Fareham Academy in our Hearing Impairment Resourced Provision.

We are looking to appoint a highly motivated, enthusiastic and experienced Teacher of the Deaf who is committed to improving the outcomes for children and young people with hearing loss.

Ideally the successful candidate will have: -

- The specialist mandatory qualification in teaching deaf children (QToD), if this is not held then a willingness to undertake the qualification is essential.
- Recent experience of teaching in a Secondary classroom
- An innovative, creative and effective approach to teaching.
- Recent experience of working with pupils with SEND
- The ability to work with parents, other colleagues and relevant professionals.
- Understanding of and commitment to inclusive education and an ability to work effectively as part of a multi-agency team

Applications are invited from qualified and experienced Teachers of the Deaf, or from suitably experienced teachers with recent classroom teaching who have an interest in wanting to progress their career within the field of Deaf Education.

For the successful candidate Fareham Academy will provide:

- A supportive SEND department and Hearing-Impaired Resources Unit
- A supportive small school community enabling all staff to succeed
- A community of passionate, committed colleagues who genuinely support each other
- Access to a staff wellbeing team that implements various strategies to boost staff engagement

In return we will offer you:

- A professional, hardworking and supportive team of staff with the capability and desire to raise student achievement
- Enthusiastic students who are willing to learn and are proud of their learning environment
- A caring and supportive working environment within a vibrant school community
- A personalised CPD programme suited to staff requirements
- Access to a network of schools to support personal and professional development
- Well Being Service – Employee Assistance Programme (EAP)



Please note: Academies may hold interviews as and when applications are received, and this job may be withdrawn at any point without notice. You will still be able to add information until the closing date, but you will not be able to submit your application. With this in mind, you are encouraged to apply as early as possible.

Fareham Academy is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants. In line with our commitments to safeguarding.

Post Details		Last Updated: July 2022				
<b>Job Title:</b>	Teacher of the Deaf					
<b>Salary:</b>	MPS/UPS (0.4)					
<b>Responsible to:</b>	SLT Lead					
<b>Main Purpose</b>						
To ensure that the educational needs of children who are deaf or hearing impaired are met and that they become independent learners and achieve their full potential. To advise educators and families regarding the needs of children who are Deaf or hearing impaired.						
<i>This job purpose reflects the core activities of the post. As the School and the post-holder develop, there will inevitably be some changes to the duties for which the post is responsible, and possibly to the emphasis of the post itself. The School expects that the post-holder will recognise this and will adopt a flexible approach to work. This could include undertaking relevant training where necessary. Should significant changes to the job purpose become necessary, the post-holder will be consulted and the changes reflected in a revised job purpose.</i>						
Qualifications		Essential/ Desirable	A	I	L	R
Degree in Teaching		E	*	*		
PGCE or equivalent teaching qualification		E	*	*		
BSL level 2 (or willingness to undertake training)		E	*	*		
TOD mandatory qualification (or willingness to undertake training)		E	*	*		
Professional Knowledge and Understanding		Essential/ Desirable	A	I	L	R
A sound knowledge of the Secondary National Curriculum in England		E	*	*		
Understanding of current audiological provision & practice		E	*	*		
A good knowledge of the strategies and adaptations required for deaf children to fully access the curriculum		E	*	*		
Knowledge of how SEN Resource Provisions within mainstream schools operate and are funded		E	*	*		
Particular interest and expertise in a curriculum/subject area		D	*	*		
Experience		Essential/ Desirable	A	I	L	R
Secondary teaching experience		E	*	*	*	*
Evidence of having worked with children with hearing impairments.		E	*	*		
Experience of writing reports and contributing to the EHCP process		E	*			
Leading & managing staff development		E	*			*
Skills		Essential/ Desirable	A	I	L	R

Strong practical audiological skills.	E	*	*		*
Ability to carry out and interpret specialist assessments for a range of children	E	*	*		
Effective communication with parents and carers	E	*	*		
Effective communication with teachers and teaching assistants	E	*	*		*
<b>Self-Management Skills</b>	<b>Essential/ Desirable</b>	<b>A</b>	<b>I</b>	<b>L</b>	<b>R</b>
Ability to plan time and organise work effectively	E	*	*	*	
Be self-motivating and set personal goals	E	*	*	*	
<b>Personal Attributes</b>	<b>Essential/ Desirable</b>	<b>A</b>	<b>I</b>	<b>L</b>	<b>R</b>
Ability to reflect and self-question	E		*	*	
Adaptability to changing circumstances & ideas	E	*	*		
▪ Energy and passion	E		*		
▪ Trustworthy, fair and kind	E		*		
▪ Demonstrates commitment, reliability and integrity	E	*	*		
Be able to demonstrate emotional resilience in working with children and colleagues	E	*	*		*
To be a good role model to motivate and inspire children, staff, parents, trustees and the wider community	E	*	*		
Approachable, honest and have a good sense of humour	E	*	*		
<b>Safeguarding Children</b>	<b>Essential/ Desirable</b>	<b>A</b>	<b>I</b>	<b>L</b>	<b>R</b>
Committed to safeguarding and promoting the welfare of children and young people (References)	E	*	*		
<b>Equality</b>	<b>Essential/ Desirable</b>	<b>A</b>	<b>I</b>	<b>L</b>	<b>R</b>
The ability to ensure that there is equality of access to educational attainment • All aspects of equality are adhered to	E	*	*		
<b>Personal and Professional Qualities &amp; Attributes</b>	<b>Essential</b>				
<ul style="list-style-type: none"> <li>• Excellent organisational ability</li> <li>• Ability to organise own teaching resources and activities to deadline and quality standards</li> <li>• Ability to plan, manage, organise and assess teaching objectives</li> <li>• Ability to contribute to the design of subject units, curriculum development and new teaching approaches</li> <li>• Inspire, challenge, motivate and empower the school community to carry forward a shared vision.</li> <li>• Build and maintain effective relationships.</li> <li>• Think strategically, create, maintain and share a coherent school vision.</li> </ul>					

- Manage change, conflict and empower individuals and teams.
- Listen to, and reflect on, feedback from others, including colleagues and trustees.
- Think creatively to anticipate and solve problems
- Prioritise, plan and organise themselves and others
- Set & achieve ambitious, challenging goals and targets
- Knowledge/understanding, consistency, complete finisher, supportive/loyal/trustworthy/effective communicator, take initiatives, follows up, creates sustainability and motivates.

## Organisational Information

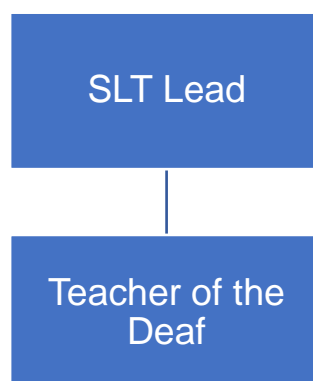
*All staff are expected to:*

Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the Schools Equal Opportunities Policy.

Help maintain a safe working environment by:

- Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand.
- Following local codes of safe working practices and the school's Health and Safety Policy.

*Undertake such other duties within the scope of the post as may be requested by your Manager.*



## Main Responsibilities/Activities:

*This document is not designed to be a list of all tasks undertaken but an outline record of the main responsibilities and should be read in conjunction with the accompanying Job Purpose.*

*More specifically the post holder will be expected to:*

### **Key responsibilities:**

- To lead and manage the HI Resource Provision and its assigned HI specialist Teaching Assistants
- Monitor and review the progress of deaf children (in conjunction with the class teacher) and to liaise with pre-schools, high schools, parents and other agencies to ensure identified needs are being met and facilitate and plan successful transition between phases
- Administer and interpret specialist assessments of language and listening; plan and monitor the delivery and impact of interventions as a result of these assessments
- Provide advice and support to parents and carers
- Carry out testing, and organise necessary maintenance on any personal hearing aid/cochlear implant equipment
- To liaise with all staff concerning integration and support of deaf children, including providing training where appropriate
- To lead a designated subject/curriculum area as agreed with the headteacher
- Implement agreed school policies and guidelines
- Support initiatives agreed by the Headteacher and staff
- Contribute to the school's development plan and its implementation
- To play a full part in the wider school life of a mainstream secondary school by undertaking any school duties and responsibilities which will be determined through discussion with the headteacher Safeguarding and Well-being:
- To be responsible for safeguarding the health and well-being of all pupils, actively promote the development of personal and social skills and provide emotional support in a way that accords with the pupils' age and level of development within the stated aims of the school.
- To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures and the school's safeguarding policy
- General duties: You are required to carry out the professional duties of a teacher as set out in the most recent School Teachers' Pay and Conditions Document. In addition, the post is subject to compliance with:
  - School policies and guidelines on the curriculum and school organisation including Health and Safety and Safeguarding
  - National Professional Standards for Teachers
  - The Conditions of Service for School Teachers in England and Wales and with locally agreed conditions of employment



#### EQUAL OPPORTUNITY

The post holder will be expected to carry out all duties in the context of and in compliance with the Academy's Equal Opportunities Policies. This job description will be reviewed at regular intervals and is subject to change as the needs of the school evolve.