

Job Profile

Job Title: Qualified Teacher of Deaf (QToD) FTE

Job Grade: DfE Qualified Teacher Status + Mandatory Qualification of Teacher of Deaf

Salary Range: Teachers Pay & Conditions – MPS 4 / UPS3 (£44,556 - £60,092); 2 SEN Points (£5,285); + TLR2b (£5,644) + Recruitment & Retention (£2020); as appropriate for those holding mandatory qualifications

Contract type: Permanent (32.5 hours)

About Camden

'Camden is listening to everyone, including you. Camden residents and communities are at the heart of everything we do. We're giving a platform to people inside and outside our community. Because, we're not just home to the UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

About the Camden Sensory Service for Children and Young People

The Camden Sensory Service for Children and Young People (CYP) is a well-established and highly effective specialist teaching team with in the Camden SEN and Inclusion Service. Our Service plays a crucial role in supporting and delivering the Local Authority's statutory duties and provision whilst promoting equal access to learning for all CYP with Deafness / Visual Impairment (VI) / Multi-Sensory Impairment (MSI). We are looking to appoint a highly experienced, committed and enthusiastic Qualified Teacher of Deaf (QToD) to join a developing team. If you are looking to making a positive impact on the lives of Deaf CYP, then this is the role for you.

About the role

The QToD works as part of the Camden Sensory Service for Children & Young People (CYP) in delivering specialist support to Deaf CYP, aged 0-25. The role is to deliver the statutory duties in respect of the identification, assessment and intervention for Deaf CYP working in conjunction with an Audiology Technician and Adult Rehabilitation Service, ensuring appropriate support is available to CYP and their families.

As a QToD in the Sensory Service, you will need to be flexible, hard working and able to work under direction, as well as on your own initiative. This is an advisory and teaching role where you will perform the tasks and statutory duties of a specialist teacher in line with current SEND legislation and the Quality Standards for Sensory Support Services guidelines for professionals. You will manage and prioritise an assigned caseload of Deaf CYP, supporting in family homes, the community and educational settings. You will be supported by the Camden SEN and Inclusion Service, who are a close-knit team that work well with each other and partner agencies.

Using your knowledge and ability to undertake functional hearing assessments and utilising the Specialist Deaf Curriculum Framework, you will promote awareness of the needs of Deaf CYP and raise standards by providing assessment, advice, teaching, training and support to parents, CYP, educational staff and professionals.

Main Duties and Responsibilities

The post holder will be required to undertake the following specific duties in addition to the general duties of a school teacher as defined in the School Teachers' Pay and Conditions Act:

Influence and contribute to the overall objectives and development plan of the Camden Sensory Service for Children & Young People in conjunction with the Camden SEN & Inclusion Services.

Provide a high quality performance service for Deaf CYP and their families:

- Demonstrate an excellent ability to advise and support families and educational settings; providing clear feedback, good support, coaching and training and sound advice to others.
- Deliver access to comprehensive, impartial information, taking into account the family's cultural and social background, about the full range of possible options to families to empower them in understanding all of the options available to them.
- Ensure that families have full access to the information provided to them through either interpreting and translation services or other modes guaranteeing that parents of Deaf CYP are kept informed and involved in supporting their child's learning.
- To provide specialist assessments and teaching support to identified Deaf CYP receiving their education in local mainstream or special schools in line with NATSIP guidance.
- Advise and support educational settings on the inclusion and education of Deaf pupils and promote full access to the whole curriculum taking into account the social and emotional wellbeing of the individual.
- Provide information and promote all reasonable steps to ensure there are high standards of accessibility in all educational settings so as not to hinder the learning of Deaf CYP or their full participation in the activities of the school.
- Ensure Deaf CYP are not treated less favourably on the grounds of their disability, ethnicity, national origin, race, sex, religious belief, political opinion, sexual orientation.
- Advise on teaching resources and equipment appropriate for Deaf pupils and supervise the use and maintenance of specialist equipment.
- Deliver training packages for the Service and INSET programmes to schools, professionals and additional settings
- Take responsibility for accurately maintaining and monitoring a specific caseload of CYP as directed by the Team Lead of the service.
- To provide statutory educational advice for Educational Health Care Plans, in a timely manner, for consideration by the SEN Panel based on the advice provided by parents, educational settings and by professionals from a range of agencies.
- Attend annual and transitional reviews, provide information through regular monitoring of progress and to provide written and oral reports to educational settings, parents and the LA as required.
- To regularly liaise with families by telephone, letter and home visits to achieve open lines of communication and to encourage partnership with families.
- Carry out tasks and provide information and data when requested by the Service Team Lead.
- Contribute to the development, implementation and evaluation of policies, practices and procedures to support the values and vision of the Camden Sensory Service for CYP and the Special Educational Needs and Inclusion Service.

TLR responsibility

The TLR payment is for a sustained responsibility in the context of the Service's staffing structure needed to ensure continued delivery of high quality teaching and learning. TLR's are permanent awards but may be withdrawn if the responsibility were removed, either through agreement or as a result of capability procedures, or following restructuring.

As a key member of the Camden Sensory Service, you will be expected to make a significant contribution to the over-all development of teaching and learning for Deaf CYP in Camden. You will need to set high standards of personal performance and professional conduct and be a model of best practice to others.

Responsibility:

- Develop and implement policies and practices, which reflect the Camden Sensory Service's commitment to high achievement through effective teaching and learning.
- Evaluate 'teaching' in Camden educational settings by the monitoring of teacher's plans, work scrutiny and lesson observation, in order to identify effective practice and areas for improvement, and take appropriate action to improve further the quality of teaching for Deaf CYP.
- To lead, develop and enhance the learning and teaching of best practices of others who work with Deaf CYP in order to further develop outstanding teaching practice in Camden educational settings.
- To review, develop and evaluate the impact of the activities relating to the organisation and functioning of the Deaf Service for CYP, families and educational settings and be responsible for information requests.
- Provide reports and assist in the collection and interpretation of data in order to meet legislative and strategic requirements and to provide guidance for Service development.
- To attend and represent the Service at training / other CPD opportunities to develop and share knowledge and skills in Deaf practice.
- To lead and develop the safe use, training, auditing and safe keeping of the Services resources for Deaf CYP in line with the requirements of the role.

As job descriptions cannot be exhaustive, the post-holder may be required to undertake additional duties, which are broadly in line with above key responsibilities

About you

Experience of working with families from various cultural and social backgrounds, for whom English is not their first language, supporting their understanding of the importance of parental involvement in the education of Deaf CYP.

Experience of working and providing specialist support as an advisory QToD in a variety of settings – homes, educational and health, to Deaf CYP and their families.

Excellent verbal and written communication skills, providing high quality reports on each CYP, which should include clear and unambiguous information.

Knowledge and ability to undertake functional hearing assessments and utilising the Specialist Deaf Curriculum Framework for CYP, you will plan and develop individual programmes, provide training and INSET as required, promoting awareness of the needs of Deaf CYP and raising standards by providing assessment, advice, teaching and support to parents, CYP, educational staff and professionals.

Knowledge and understanding of the legislation relating to Special Educational Needs and Disabilities, along with current educational issues with particular reference to Deaf CYP / SEN.

The post will involve being able to prioritise work independently, act upon complex information quickly and accurately and complete work within tight timescales to meet deadlines.

Willingness to work flexibly and independently within the requirements of a demand driven service, demonstrating excellent organisational ability including time management.

Excellent interpersonal skills, with evidence of experience of communicating complex information to a wide range of people, working collaboratively with others and with skills in resolving conflict.

To maintain own professional development and keep up to date with current, local and national trends through attendance at appropriate INSET and professional meetings.

Qualifications:

- DfE Qualified Teacher Status
- Mandatory Qualification as a Teacher of Deaf
- British Sign Language qualifications Level 2 or be willing to undertake training

Work Environment:

- The post is based in an open plan office environment, which requires 'hot-desking', and flexible working arrangements in line with Council policy. You will contribute to a supportive working environment through being aware of the needs of others within the context of an open plan office.
- The post will involve visits to homes, educational settings and meetings held at different venues in / outside the borough, on a daily basis.
- The post will involve interacting effectively with members of the public, in particular with CYP, parents/carers, educational settings, supporting collaborative working and resolution of conflict.
- The post will involve implementing the Council's policies on equal opportunities, understanding the implications in all dealings with CYP, families and schools.

- All employees are expected to observe the Council's Health and Safety Policy and safety legislation whilst carrying out the specific duties and responsibilities of their post.
- Data Protection: working with computerised and manual record systems, you will need to be fully aware of your responsibilities under the Data Protection Act 1998 for the security, accuracy and relevance of personal data, respecting the confidential and sensitive nature of the information received to ensure that confidentiality is maintained.
- The post will involve using the Council's office-based and mobile IT services for the input, access and transmission of information using the appropriate level of information security and classification through the use of electronic mail, diaries, word-processing, spreadsheets and databases as well as any specific job-related applications as required to carry out the duties of the post.
- To be able to work collaboratively with a range of officers and practitioners from across education, health and social care.

Relationships:

We ensure an excellent service delivery to Deaf CYP through working in partnership with families, professionals, voluntary agencies and statutory agencies to raise achievement, promote inclusion; ensure wellbeing, and increase access to learning.

The post holder will lead and support positive working relationships with a range of multi-agency practitioners, Local Authority partners and with families, educational settings, and third sector organisations to raise the awareness and attainment of Deaf CYP.

The post holder will work collaboratively with the Audiology Technician and Adult Rehabilitation Service, ensuring appropriate support is available to Deaf CYP and their families.

The post holder will be able to establish, maintain and encourage excellent working relationships via networking across teams, Deaf services in neighbouring boroughs, services within the Council and with external partners, such as NaTSIP, NDCS, CHSWG, etc to achieve best outcomes.

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,