# EAST SUSSEX COUNTY COUNCIL JOB DESCRIPTION

# JOB TITLE: Advisory Teacher for the Hearing Impaired

# DEPARTMENT: Children’s Services

# LOCATION: Lewes, Eastbourne or Hastings

# GRADE: [Main/Upper Range + SEN 2 allowance](https://new.eastsussex.gov.uk/jobs/benefits/teachers-pay-chart)

# RESPONSIBLE TO: Senior Manager, Specialist Teaching Service

# Purpose of the Role:

To ensure that high quality teaching is provided to children with a sensory impairment, their families and the schools or colleges they attend, in order that the individual, achieve their social, emotional and educational potential.

To support the planning and assessment of children and young people with sensory needs, joint working with key professionals from a range of services, both within and outside of ISEND Provider Services

# Key tasks:

1. To hold a teaching caseload, delivered over 1265 hours across 39 weeks. Plan and deliver specialist teaching sessions to individuals and groups of children who have a hearing impairment and to monitor the progress and achievements of hearing-impaired children. Promoting best practice with regard to language acquisition, curriculum access and attainment.
2. Assist school staff in analysing the needs of young people with hearing impairments and identify appropriate teaching and learning strategies to support them in and out of class.
3. Model person-centred planning across the service and with key partners, ensuring that outcomes-based assessment is evident in all areas of work with a clear focus on engagement with families, children and young people.
4. Ensure that all work delivered within the field of sensory needs is in line with then wider aspirations of ISEND Provider Services and exploits opportunities for integrated working with partners at every opportunity.
5. Establish an appropriate programme for each young person allocated support, in conjunction with school staff and other agencies, supporting the development of school-based plans and ensuring regular review and evaluation of programmes.
6. To work closely with the parents and carers of preschool hearing-impaired children to promote learning, language and social development using techniques matched to the particular needs of the child and to ensure the smooth transition at time of school entry.
7. Ensure, through accurate pupil level information, that HI children achieve in line with challenging expectations within the National Curriculum and promote the capacity of schools to meet the needs of pupils by strengthening their expertise of whole school, classroom and individual strategies, taking responsibility for the progression of all children on teaching caseload.
8. Monitor and maintain records of pupils assigned to caseload in accordance with service guidelines and provide written evaluative feedback, to schools on the outcomes of work, with individual children, that is able to demonstrate impact.
9. Develop and provide training, guidance and support to staff across ISEND Provider Services and within schools/education setting service on early intervention and effective support to children with hearing impairments and those with multi-sensory impairments
10. To promote audiological awareness and ensure the effective and efficient use of audiological equipment. To maintain and advise on the use and allocation of specialist equipment as necessary. Assist in maintaining existing links with Health Trust audiological assessment clinics.
11. Work alongside schools to support the delivery of the local and area-wide offer.
12. Maintain accurate records on interventions and outcomes with young people and contribute to data collection and monitoring exercises as required, including tracking activities delivered on a traded basis.
13. Provide written, evaluative feedback to schools and the assessment and planning team on the outcomes of work with individual children and project work in schools that is able to demonstrate impact to ensure provision of effective advice for Education and Health Care Plans within specified time scales.
14. Develop and maintain a clear understanding of how support for children with sensory needs is commissioned and the expectations of commissioners in terms of evidencing outcomes for children and families.
15. Contribute actively to the strategic direction of ISEND Provider Services and work with colleagues on geographical as well as thematic areas to ensure that the service is responsive to the needs of commissioners and clients.

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

# EAST SUSSEX COUNTY COUNCIL PERSON SPECIFICATION

# Essential key skills and abilities

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| These criteria will be assessed at the application and interview stage |
| * Excellent teaching and coaching skills
* Ability to manage own workload/caseload and meet targets and deadlines
* Clear and effective recording and assessment skills
* Ability to draw up detailed support plans for young people and programmes of intervention work in schools
* Ability to analyse and problem solve and actively contribute to raising performance of young people.
* Ability to support families in meeting the needs of young children and babies who have hearing impairments
* Ability to communicate clearly orally and in writing and to give constructive feedback to professionals
* Ability to build and maintain good productive working relationships with colleagues within the team, in schools and other services
* Ability to think creatively and initiate changes in practice in a constructive way
* Ability to motivate others to understand a shared agenda
* Ability to converse at ease with customers and provide technical and/or professional advice in accurate spoken English
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# Desirable key skills and abilities.

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| These criteria will be assessed at the application and interview stage |
| * Alternative communication skills i.e. BSL or deaf/blind communication
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# Essential education and qualifications.

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| These criteria will be evidenced via certificates, or at interview |
| * Qualified Teacher Status or QTLS with SET membership
* Degree level education
* Mandatory qualification in teaching hearing impaired children
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# Desirable education and qualifications.

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| These criteria will be evidenced via certificates, or at interview |
| * An additional qualification in SEN
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# Essential knowledge

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| These criteria will be assessed at the application and interview stage |
| * An understanding of the impact of hearing disability on children, carers and families
* An understanding of the techniques required to convey information to children with a hearing impairment
* Knowledge of the equipment and resources available to people with a hearing impairment and the ability to instruct others in the use of such equipment
* Knowledge of school procedures
* An understanding of current legislation and guidelines on the education of children with SEN and those with a hearing impairment
* Good knowledge of methodologies of supporting children with SEND in mainstream schools
* Knowledge of how integrated practice can improve outcomes for children and young people with SEND
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# Desirable knowledge

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| These criteria will be assessed at the application and interview stage |
| * Knowledge of preschool and nursery settings
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# Essential experience

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| These criteria will be assessed at the application and interview stage |
| * Recent and relevant experience of teaching and / or working in a school or central support services
* Ability to demonstrate significant successful teaching experience
* Experience of teaching children with a hearing impairment and delivering successful outcomes
* Recent experience of teaching in mainstream schools/academies or Free Schools
* Experience of person-centred planning
* Experience of delivering outcomes-based planning and assessment
* Experience of working collaboratively with other staff and agencies to achieve positive outcomes
* Experience of training or advising school colleagues on supporting children with sensory needs
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# Desirable experience

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| These criteria will be assessed at the application and interview stage |
| * Teaching experience in special settings
* Experience of working with children with dual sensory impairment
* Experience of working in audiology clinics within the NHS
* Experience of working with audiology equipment including Audiometers, Test Boxes
* Rehabilitation work and use of adaptive technology with children/young people who have a sensory impairment
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# Other essential criteria

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| These criteria will be assessed at the application and interview stage |
| * Self-motivated and persuasive communication skills
* A commitment to achieving the best outcomes for vulnerable young people.
* A flexible and creative way of thinking
* High level interpersonal skills and ability to resolve conflict
* Ability to travel and work across the county as required
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**Date (drawn up): July 2014**

**Name of Officer(s) drawing up person specifications: SM**

**Job Evaluation Reference:**

Health & Safety Functions

This section is to make you aware of any health & safety related functions you may be expected to either perform or to which may be exposed in relation to the post you are applying for. This information will help you if successful in your application identify any health-related condition which may impact on your ability to perform the job role, enabling us to support you in your employment by way of reasonable adjustments or workplace support.

| **Function** | **Applicable to role**  |
| --- | --- |
| Using display screen equipment  | **Yes**/No |
| Working with children/vulnerable adults | **Yes**/No |
| Moving & handling operations | Yes/**No** |
| Occupational Driving | **Yes**/No |
| Lone Working | **Yes**/No |
| Working at height | Yes/**No** |
| Shift / night work | Yes/**No** |
| Working with hazardous substances | Yes/**No** |
| Using power tools | Yes/**No** |
| Exposure to noise and /or vibration | Yes/**No** |
| Food handling | Yes/**No** |
| Exposure to blood /body fluids | Yes/**No** |