

ROYAL CROSS PRIMARY SCHOOL Person Specification

Attributes Required for the post Class Teacher in a School for Deaf/HI Pupils	Essential (E) Desirable (D)
Qualifications	
Qualified Teacher Status (QTS).	E
Mandatory Qualification for Teacher of the Deaf (TOD).	E
British Sign Language Stage 2	E

Experience	
Teaching primary phase.	E
Teaching deaf children/SEND.	E

Personal qualities	
To possess the capabilities to work with children.	E
To have the ability to make learning fun and interesting.	E
To have the ability to listen and work as part of a team.	E
To be committed to working with families and the community.	E
A positive attitude to deafness and excellent communication skills.	E

Knowledge/skills/abilities	
An understanding of the needs of primary age children with SEND including children with a range of hearing impairments	E
To work collaboratively as part of a team	E
To possess good interpersonal skills	E
To maintain and further develop links with parents, community, other professionals and external services.	D
To have contributed towards whole school development plans and policies	D
Good signing skills (BSL/SSE) and deaf awareness	E
Good ICT knowledge and skills or a commitment to obtain.	D

Curricular Experience	
To have experience in planning, organising and monitoring the school curriculum at primary level.	E
To have experience of curriculum leadership and coordination.	D
To have experience of working alongside other teaching colleagues and support staff	E
To be able to differentiate the curriculum according to a child's individual needs.	E
To have experience of assessment procedures relating to the curriculum and the pupil's individual progress.	D
To have experience of setting targets in order to monitor progress.	D
Ability to contribute to curriculum development.	D
Willingness to participate in performance management and with a commitment to continuing professional development	E

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Specialist Knowledge	
To have an up to date knowledge of issues related to deaf pupils.	E
Willingness to undertake additional CPD.	E
To have knowledge of recent Government Initiatives and the implication for the education of deaf pupils.	D

Approach	
Evidence of high motivation and commitment to further the needs of deaf pupils.	E
To have a commitment to a child centred approach to education.	E
Commitment to involving parents as partners in the education process.	E
To have a commitment in sound practice in terms of equal opportunities.	E

Safeguarding	
To demonstrate a commitment to the safeguarding, protection and the welfare of children at Royal Cross in line with Safeguarding policies and practice.	E

Other	
Commitment to Safeguarding & protecting the welfare of children & young people.	E
Commitment to equality & diversity	E
Commitment to health & safety	E
Commitment to sustaining regular attendance at work.	E
We will always consider your references before confirming a job offer in writing.	

Royal Cross is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is therefore subject to an enhanced DBS clearance and references will be taken up before a job offer is confirmed.

The post you are applying for is covered by the Rehabilitation of Offenders (Exceptions) Act 1975.

Lancashire County Council is a Smoke-free employer