

**Marland Hill Primary School  
Person Specification**

|                  |                                    |                      |  |
|------------------|------------------------------------|----------------------|--|
| <b>Service :</b> | <b>Early Help &amp; Schools</b>    | <b>Post:</b>         | <b>Specialist Teacher-Hearing Impairment</b> |
| <b>Section :</b> | <b>Marland Hill Primary School</b> | <b>Post Number :</b> |  |
| <b>Job Ref:</b>  |                                    | <b>Grade:</b>        | <b>MPS/UPS + SEN (£2,787 or £5,497)</b>      |

**Note to Applicants:**

The *Essential Criteria* are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The *How Identified* column shows how the Council will obtain the necessary information about you. If the *How Identified* column says the **Application Form** next to an *Essential Criteria* you **MUST** include in your application enough information to show **how** you meet these criteria. You should include examples from your paid or voluntary work.

**The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects staff to share this commitment.**

| <b>Criteria</b>  | <b>Essential (E)<br/>or<br/>Desirable (D)</b> | <b>How Identified:<br/>AF Application Form<br/>I Interview<br/>A Assessment</b> |
|--|---|---|
| <b>Filter Questions</b>  |   |   |
| 1 <b>Do you have Qualified Teacher Status</b>  | <b>E</b>                                      | <b>AF</b>   |
| 2 <b>Do you have the mandatory qualification as a teacher of the deaf</b>  | <b>E</b>                                      | <b>AF</b>   |
| <b>(a) Special Working Conditions</b>  |   |   |
| 1 <b>Are you willing to attend occasional evening meetings/ events</b>   | <b>E</b>                                      | <b>AF</b>   |
| 2 <b>Work together with mainstream school colleagues to ensure the best outcomes for children</b>  |   |   |
| 3 <b>Are you willing to attend parents' meetings pupil performances and be involved in annual review meetings of pupils with Educational Health Plans?</b>   | <b>E</b>                                      | <b>AF</b>   |
| <b>(b) Qualification and Experience</b>  |   |   |
| 1 <b>Please state how you meet the essential criteria of the qualified teacher status</b>  | <b>E</b>                                      | <b>AF</b>   |
| 2 <b>Please outline with examples your recent and extensive experience (within the last five years) of teaching pupils with SEN in early years settings or primary schools, including those with a hearing impairment.</b> | <b>E</b>                                      | <b>AF, I &amp; A</b>  |
| 3 <b>Please provide an example of your ability to plan and deliver effective person centred learning for pupils with a hearing impairment and recording their progress</b>   | <b>E</b>                                      | <b>AF, I &amp; A</b>  |
| 4 <b>Please describe with examples how you have used technologies to benefit pupils with SEND to achieve their potential.</b>  | <b>E</b>                                      | <b>AF &amp; I</b>   |
| 5 <b>Please describe (with examples from your experience where relevant) the process that children go through for a statutory assessment for special education needs</b>   | <b>E</b>                                      | <b>AF &amp; I</b>   |
| 6 <b>Please give details of your experience of working with families of pupils with SEND</b>   | <b>D</b>                                      | <b>AF</b>   |
| <b>(c) Skills and Knowledge</b>  |   |   |
| 1 <b>How have you been able to communicate and liaise</b>  | <b>E</b>                                      | <b>AF &amp; I</b>   |

|     |   |   |        |
|-----|---|---|--------|
|     | effectively both on a personal and professional level and work as part of a team?   |   |        |
| 2   | What do you believe are the key recent developments in SEND legislation and what impact do you feel this has on provision of services for pupils with SEND?   | E | AF & I |
| 3   | What is the impact of deafness on the acquisition of spoken language and what can be done to address this?  | E | AF & I |
| 4   | Please give examples of your experience of using IT systems (e.g. Interactive white boards, Windows, MS Office or iPads) to make your work more effective   | E | AF & I |
| (d) | <b>Behaviours and Values</b>  |   |        |
|     | <p>Approach the job at all times using the values set out in our schools Vision and Values Statement</p> <p style="text-align: center;"><b><u>Dream, believe, succeed, achieve</u></b></p> <p>At Marland Hill we aim to create a happy, secure and stimulating learning environment in which all members of the school community are valued and supported to grow in confidence and develop to their full potential.</p> <ul style="list-style-type: none"> <li>• We value and recognise the uniqueness and achievement of every member of our school family and community</li> <li>• We promote British and Co-operative values and attitudes of care, tolerance, trust and respect within our school and across wider communities</li> <li>• We strive for excellence in teaching and learning within high quality learning environments</li> <li>• We provide a creative curriculum which stimulates positive models of enquiry, reflection, challenge and innovation whilst emphasising basic skills</li> <li>• We nurture and support all abilities, helping all children to achieve their full potential in all areas of learning – intellectual, physical, emotional, moral, spiritual and cultural</li> </ul> | E | AF & I |