

Attributes of the post holder	Essential to have at the time appointed	Essential to develop with training	Desirable
Education: GCSE 5 A-Cs grades including English and maths or equivalent BSL Level 2 Cued Speech	X X	X Level 3 training X	
Knowledge and experience: A good understanding of the needs of pupils with a hearing impairment, the impact on learning and the support required to ensure they make progress and feel included A minimum of 2 years experience of supporting hearing impaired children in an education setting Knowledge of and experience of the particular phase of education/subject area A good knowledge of hearing technology including: (i) its benefits, limitations and conditions for effective use, and (ii) how to maintain equipment, check it is functioning and troubleshoot, undertaking basic repairs A proven track record of working successfully in close collaboration with others A good understanding of the respective roles of the class/subject teacher and the teaching	X much preferred X much preferred X	X to be acquired within the first term of appointment X to be acquired within the first term of appointment X	X X

<p>assistant and specialist roles e.g. Teacher of the Deaf, Audio Audiologist, Speech and Language Therapist</p> <p>A knowledge and understanding of how to communicate effectively with deaf children</p> <p>A clear understanding of professional boundaries and codes of conduct</p> <p>Knowledge and understanding of safeguarding</p> <p>Knowledge of effective approaches to behaviour support and management.</p> <p>.</p>	<p>X</p> <p>X</p>	<p>X</p> <p>X</p>	
<p>Skills and abilities:</p> <p>Can check the functionality of hearing equipment and undertake basic troubleshooting and repairs</p> <p>Ability to provide visual prompts during lesson to help the pupil if they are finding it difficult to access the lesson.</p> <p>Good communication skills – both oral and written</p> <p>Good communication skills with children and the potential for being an effective communicator with children with hearing impairment</p> <p>At least basic IT skills</p> <p>An ability to establish an appropriate balance between supporting the pupil to complete a task while encouraging independent learning and ensuring the pupil(s) has full understanding of the learning points of the lesson</p> <p>An ability to adapt materials and resources for lessons</p> <p>An ability to understand the lessons being taught so that pre-lesson and post-lesson support/tutoring can be offered to the pupil</p>	<p>X much preferred</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p>X to be acquired within the first 6 weeks</p> <p>X</p> <p>X</p> <p>X</p>	

<p>An ability to contribute to the planning and identification of strategies to meet the pupil's needs and the confidence to contribute with ideas based on detailed knowledge gained through supporting the pupil</p> <p>An ability to identify and gather information about the pupil's academic progress and personal development and share this with the teacher of the deaf</p> <p>An ability to observe, record and report to the teacher/Teacher of the Deaf the pupil's social and emotional development and his/her social relationships with other pupils</p> <p>An ability to develop an understanding of the school's arrangements for assessing pupil progress and record keeping and contribute to the maintenance of records</p>		<p>X</p> <p>X</p> <p>X</p> <p>X</p>	
<p>Personal qualities</p> <p>An ability to establish good professional relationship and rapport with pupils and parents</p> <p>Good organisational skills and time management skills</p> <p>A preparedness and ability to take initiative</p> <p>An awareness and acceptance of the need for confidentiality</p> <p>A willingness to learn and to undertake further training to ensure the required knowledge for the post is kept updated</p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>		

