

Recruitment pack

THE BIG LiFE GROUP



Qualified Teacher of the Deaf

This job changes lives



About The Big Life Group

The Big Life Group's mission is to fight for equity, in health, in wealth and in life. We are a social business delivering a range of services across the North of England, covering everything from mental and physical health, addiction and criminal justice, to housing, education, family support and much more. What links them together is the way we work – The Big Life Way.

We always stand shoulder-to-shoulder with people, working with them on the things that matter most to them. Everything we do is designed and informed by the needs, priorities and strengths of people and communities.

Our values

- **Courage:** We stand up for ourselves, and the people and communities we work alongside, even when that makes us unpopular, or challenges accepted wisdom.
- **Creativity:** We find innovative solutions that work, never accepting the easy option or the status quo.
- **Honesty:** We act with integrity, speaking the truth to ourselves and others.
- **Inspiration:** We are inspired by the people and communities we work with and share what we learn from them to inspire others.
- **Thoughtful:** We act with care and compassion and work to understand people's experiences. We take time to listen, reflect and continually learn.
- **Valuing difference:** We recognise and celebrate the unique qualities, gifts, insights and perspectives that different people offer.

Working at Big Life

At Big Life, work is more than a job – it's about standing shoulder-to-shoulder with people and communities, making a difference every day. We fight for equity in health, in wealth and in life, and that commitment starts with how our staff.

Be yourself

We want you to feel safe, respected and able to bring your whole self to work. Difference is celebrated here, and our staff networks - from menopause to neurodiversity, LGBTQI+ and more - create space to connect and support each other.

Benefits that matter

We offer more than a payslip - you'll find wellbeing support through LifeWorks, Simply Health and mindfulness sessions, 25-30 days' annual leave plus your birthday off, flexible working, and regular learning opportunities. Everyday perks include Blue Light Card discounts, savings schemes, cycle-to-work, free eye tests and more - little extras to make life easier inside and outside of work.

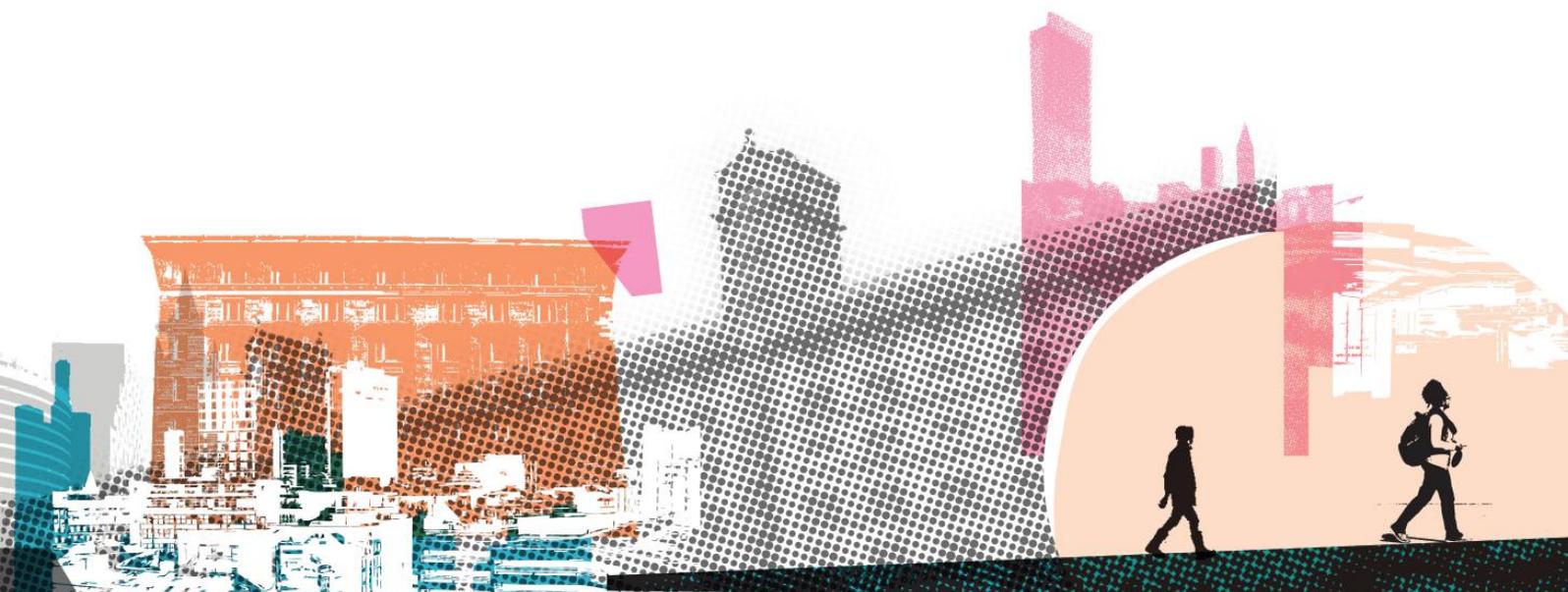
Recognised as outstanding

We're proud to be ranked by Best Companies as one of the UK's outstanding places to work, with a two-star accreditation in 2024.

A culture of trust and flexibility

Our people describe our culture as relaxed and supportive. You'll be trusted to plan your own day, take breaks when you need, and work in a way that fits with your life as well as your role.

If you're looking for more than a job - if you want to be part of a team that's bold, creative and relentlessly committed to equity – then Big Life could be the place for you.



Job Description: Qualified Teacher of the Deaf

The basics

Salary

Teachers Main Scale plus SEN Allowance (pro rata for part-time)

Hours

A permanent part-time contract for 21 hours per week (0.6)

Annual leave

25 days pro rata, increasing to 30 days pro rata after five years

Base

Manchester (working across settings as required)

Line manager

Service Lead Deaf and Hearing Needs, and CEO of Big Life Schools

Closing date: Friday, 17 April (9:00am)

Interviews: Week commencing, 27 April

What you'll be doing

As a Qualified Teacher of the Deaf, you will be providing specialist support to improve the educational outcomes and wider development of deaf children and young people (CYP) in Manchester.

Working flexibly across a range of education settings, you'll assess the needs of CYP, plan and deliver strategies that support educational progress, and help CYP develop independence and confidence in learning. The exact duties of the role will vary depending upon the case and the setting in which you're required.

A key aspect of the role includes providing advice and training to parents/carers and other professionals on inclusive strategies to support language development. You'll be working closely with parents and carers, specialist health providers, voluntary organisations and Manchester Sensory Support (MSSS) staff. This role is ideal for a qualified teacher of the deaf with a strong commitment to inclusion, safeguarding and continuous professional development.

Main duties

Support for pupils

1. Assess the educational and language needs of deaf CYP; monitor their development and use the findings to inform next steps.
2. Plan and demonstrate learning strategies that promote better outcomes for deaf CYP.
3. Teach and model effective lessons to ensure good learning and development.
4. Promote the development of self-esteem and independence, including the ability to maintain equipment and to self-advocate.
5. Listen to the voice of CYP and their families and use it to inform individual plans/targets.
6. Proactively promote the safety and welfare of CYP, ensuring that safeguarding steps are taken, including Early Help plans and social care interventions.

Support for teachers, curriculum and schools

1. Provide advice and training to parents/carers, settings and other professionals on how to promote good language development, listening and learning with deaf CYP.
2. Liaise with MSSS teaching assistants and set schemes of work for them to implement.
3. Provide deaf awareness training to the CYP's peers.
4. Liaise with other professionals and agencies, setting joint targets as appropriate.
5. Provide written advice within deadlines for Education and Health Care Plans; attending reviews as appropriate.
6. Assess the suitability of resources and equipment to support deaf CYP and ensure MSSS equipment is appropriately deployed and maintained.
7. Contribute to performance management systems and Service Development Plans.
8. Proactively engage in training aimed at developing themselves and the service.
9. Engage in safeguarding training and follow guidance as laid out in policies and procedures
10. Maintain accurate records as required by the designated line manager.

Person Specification: Qualified Teacher of the Deaf

The successful candidate will be able to demonstrate that they meet the following points, either in their application, at an interview or through taking part in a test.

Experience

1. Significant experience teaching children with hearing needs.
2. Experience as a classroom practitioner.
3. Experience supporting the development and training of other professionals.

Education / training

1. A relevant teaching qualification.
2. Mandatory qualification as a Teacher of the Deaf (or willingness to complete the course).
3. Qualified British Sign Language Level 2/3.

Knowledge

1. Knowledge of best practice in inclusive strategies towards children with SEND.
2. Knowledge of safeguarding children in education settings.
3. Knowledge of curriculum frameworks and barriers to learning.
4. Understanding of equality issues and how to promote these.

Skills

1. Ability to relate well to CYP of all ages and respond to their pastoral needs.
2. Effective use of ICT to support learning and professional duties.
3. Ability to develop innovative solutions to problems.
4. Collaboration with staff in settings, families and key partners.
5. A valid full UK driving licence and access to your own transport is desirable (Other arrangements will be made for staff unable to drive due to disability).

Personal

1. Must be reliable and flexible according to the business needs
2. Non-judgmental approach to working with customer groups
3. Commitment to working within The Big Life' group's ethos and values
4. Ability to demonstrate a professional, confident, and positive "can do" attitude at all times.
5. Attention to detail and accuracy

Personal Style and Behaviour

Once appointed the post-holder will be expected to demonstrate the following attributes:

1. A passionate champion of improving outcomes for CYP who are deaf.
2. A commitment to inclusive education practices and raising the achievement of all CYP.
3. Willingness to share expertise, skills and knowledge to improve MSSS and settings.
4. Commitment to personal development and participation in organisational learning culture.
5. Flexibility to adapt to changing workload demands and organisational challenges.
6. Excellent time management, organisational and problem-solving skills.
7. Tact, diplomacy and a commitment to partnership working.
8. The ability to maintain confidentiality.
9. Willingness to comply with all Service and Big Life Schools policies.
10. Consent to an enhanced disclosure check.



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thebiglifegroup.com