

Hurworth Primary School

# Specialist Advisory Teacher – Qualified Teacher of the Deaf (QTOD) – Darlington

## Low Incidence Needs Service (LINS)

**Pay Scale:** Main Scale or UPS1 (£37,870 - £52,219) plus SEN allowance (£2,787)

**Contract:** Full-time, Permanent

**Required:** 1<sup>st</sup> September 2026

[www.hurworthprimary.com](http://www.hurworthprimary.com)

01325 720028



**We are seeking to appoint a Qualified Teacher of the Deaf (QTOD) to join our outreach service. This is a rewarding opportunity to work directly with deaf children and young people, empowering them to access learning, thrive in education and reach their full potential. The team is based at Hurworth Primary School, but applicants will be required to travel within the Darlington area.**

We are looking for someone who:

- Holds Qualified Teacher Status (QTS) and the mandatory qualification QTOD (or is currently working towards it)
- Has recent experience in a teaching or advisory role working with Deaf C&YP
- Demonstrates a strong commitment to inclusion and high aspirations for children and young people
- Builds positive, trusting relationships with children, families, colleagues and partner agencies
- Has a secure understanding of the SEND Code of Practice and relevant educational legislation
- Is organised, flexible and confident working independently across multiple settings

The successful applicant will work as an integral member of our Low Incidence Needs Service, alongside another QTOD, and Qualified Teacher of Children and Young People with Vision Impairment (QTVI) and sensory Higher Level Teaching Assistant, (HLTA). The work is peripatetic and provides support to children and young people, schools/settings and families. The successful candidate will be joining an established and forward thinking team. You will have experience of working with Deaf C&YP and be willing to learn new skills. You will be required to provide support from preschool, including newborns, to post 16. You will be able to commit to 52 week cover to liaise with newborn Hearing Screening Programme as required and be able to demonstrate excellent communication skills. A commitment to inclusive education and high aspirations for Deaf C&YP is essential.

If this role excites you and aligns with your values and expertise, we would love to hear from you. Please review the application materials carefully and submit a completed application form, along with a supporting personal statement and cover letter, outlining why you would be an excellent fit for this role and our service.

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance (certificate of disclosure form from the Disclosure and Barring Service) and pre-employment checks will be undertaken before an appointment is confirmed.

The post will be based in Hurworth Primary School, however, the Trust reserves the right to require you to work at other schools within the Trust. As part of Lingfield Education Trust, there are exciting opportunities to work across the Trust and for career progression.

Application packs are available from the school office. Please email our Office Manager, Mrs Rebecca Kukielka on [rkukielka@hurworth.lingfieldtrust.org.uk](mailto:rkukielka@hurworth.lingfieldtrust.org.uk) or phone the school to request an application pack on 01325 720028. All completed application packs must be returned directly to the school or emailed. Visits to the school are strongly encouraged; please use the email above to arrange. Visit can be arranged by appointment via the school office.

**Closing Date:** 12.00pm Friday 15<sup>th</sup> May

**Shortlisting:** Friday 15<sup>th</sup> May

**Interviews:** W/c 18<sup>th</sup> May

## JOB DESCRIPTION



<b>POST:</b>	<b>Specialist Advisory Teacher – Qualified Teacher of the Deaf (QTOD)</b>
<b>GRADE:</b>	Main Scale or UPS1 (plus SEN allowance)
<b>RESPONSIBLE TO:</b>	Head Teacher
<b>JOB PURPOSE:</b>	To support the learning and development of deaf children and young people
<b>ACCOUNTABILITIES / MAIN RESPONSIBILITIES</b>	
<b>Supporting Learning &amp; Development</b>	<ul style="list-style-type: none"><li>• Carry out the professional duties and responsibilities as stated in the Conditions of Employment which is part of the School Teachers' Pay and Conditions Document.</li><li>• Provide an advisory role for schools and other educational settings on supporting deaf children and young people including delivering staff training. Working closely with SENDCO's, and school staff</li><li>• Undertake assessments for deaf CYP and prepare and deliver programmes of learning to relevant individuals and groups according to need.</li><li>• Prepare reports when appropriate for educational settings and other agencies, including contributing to the Annual Review for children with a an EHCP</li><li>• Liaise with a variety of professionals to ensure the needs of deaf CYP are understood.</li><li>• Support children and young people to make effective use of personal hearing aids/cochlear implants and radio aids.</li><li>• Maintain own professional development and keep up to date with Regional and national networking</li><li>• Keep abreast of current developments, innovations in technology and research regarding children with hearing impairment and ensure that this is reflected in changes to policy and practice as appropriate.</li><li>• The post holder will be expected to undertake any other duties of a similar nature related to the post, which may be required from time to time.</li></ul>
<b>Communication</b>	<ul style="list-style-type: none"><li>• Establish constructive and respectful relationships with parents/carers, exchange appropriate information, facilitate their support for their child.</li><li>• Play an appropriate part in establishing effective relationships and communicate with other agencies/professionals to support achievement and progress of pupils.</li><li>• Ensuring open lines of communication.</li><li>• Maintaining professional expertise.</li></ul>
<b>Sharing Information</b>	<ul style="list-style-type: none"><li>• Provide objective and accurate feedback and reports on pupil attainment, progress and other matters, ensuring the availability of appropriate evidence.</li><li>• Participate in meetings with other staff, external professionals, and parents, regarding pupils.</li><li>• Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality.</li><li>• Share information about pupils with teachers and other professionals as required.</li></ul>
<b>Safeguarding and Promoting the Welfare of Children/Young People</b>	<ul style="list-style-type: none"><li>• Be responsible for promoting and safeguarding the welfare of pupils that you are responsible for and come into contact with, reporting concerns as appropriate.</li></ul>

<b>Administration/Other</b>	<ul style="list-style-type: none"> <li>• Organise and manage an appropriate learning environment and resources.</li> <li>• Support the use of ICT to advance pupils' learning and use common ICT tools for own and pupils' learning.</li> <li>• Participate in training and appraisal.</li> </ul>
<b>Data Protection</b>	<ul style="list-style-type: none"> <li>• To comply with Lingfield Education Trust's policies and supporting documentation in relation to GDPR - this includes Data Protection, Information Security and Confidentiality.</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>• Be aware of and implement your health and safety responsibilities and, where appropriate, any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.</li> <li>• Work with colleagues and others to maintain health, safety and welfare within the working environment.</li> </ul>
<b>Equalities</b>	<ul style="list-style-type: none"> <li>• Promote inclusion and acceptance of all pupils.</li> <li>• Ensure services are delivered in accordance with the aims of the Equality Policy Statement.</li> <li>• Develop own and team members understanding of equality issues.</li> </ul>
<b>Lingfield Education Trust</b>	<ul style="list-style-type: none"> <li>• To comply with wider Trust policies and procedures as well as Health and Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take a pro-active approach to health and safety matters in order to protect both yourself and others.</li> </ul>

These duties are neither exclusive nor exhaustive, and the post holder will be required to undertake other duties and responsibilities, which the Trust Board may determine.

**PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL SCHOOL POLICIES, INCLUDING THE NO SMOKING POLICY.**

The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

The post will be based in Hurworth Primary School; however, the Trust reserves the right to require you to work at other schools in the Trust depending on the needs of the business. As part of Lingfield Education Trust, there are exciting opportunities to work across the Trust and for career progression.

Date of Issue:

April 2026

THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS, INCLUDING A SATISFACTORY ENHANCED DBS CHECK BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED. FOLLOWING APPOINTMENT, THE EMPLOYEE WILL BE SUBJECT TO RE-CHECKING AS REQUIRED FROM TIME TO TIME BY THE SCHOOL.

<b>Essential upon appointment</b>	<b>Desirable on appointment</b> (if not attained, development may be provided for successful candidate)
<b>Qualifications, Education &amp; Training</b> <ul style="list-style-type: none"> <li>• Qualified Teacher Status (AF, C)</li> <li>• To hold (or be studying for) the Mandatory qualification QTOD (AF, I, C)</li> </ul>	<ul style="list-style-type: none"> <li>• BSL Level 3 or above (AF, I, R, C)</li> </ul>
<b>Experience &amp; Knowledge</b> <ul style="list-style-type: none"> <li>• Knowledge of current legislation and best practice relating to the inclusion of pupils with SEN / disabilities in mainstream settings (AF, I, R)</li> <li>• Demonstrate successful teaching experience (AF, I, R)</li> <li>• Experience of working with deaf children and young people (AF, I, R)</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within a multi-disciplinary team / setting (AF, I, R)</li> <li>• Experience of delivering high quality training / advice (AF, R)</li> <li>• Ability to self-evaluate learning needs and seek learning opportunities (AF, I, R)</li> </ul>
<b>Occupational Skills</b> <ul style="list-style-type: none"> <li>• Ability to communicate both orally and in writing to a wide range of audiences. (AF, I, R)</li> <li>• Ability to organise and prioritise own work with minimum supervision, using initiative and making decisions (AF, I, R)</li> <li>• IT Literate, capable of using MS Word / Excel and office packages (C, R)</li> </ul>	
<b>Personal Attributes</b> <ul style="list-style-type: none"> <li>• Ability to relate well to pupils, professional colleagues and parents (I, R)</li> <li>• Resourceful and resilient; able to work on own initiative within a given framework (I, R)</li> <li>• Enthusiastic, 'can-do' approach to teaching with high expectations of pupils' achievements (AF, I, R)</li> </ul>	
<b>Other Requirements</b> <ul style="list-style-type: none"> <li>• To be committed to the school's policies and ethos (AF, I, R)</li> <li>• To be committed to Continuing Professional Development (AF, I, R)</li> <li>• Motivation to work with children and young people (AF, I, R)</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people (AF, I, R, T)</li> <li>• Ability to use authority and maintaining standards in behaviour (AF, I, R)</li> </ul>	

<ul style="list-style-type: none"> <li>• Enhanced DBS (C)</li> <li>• Suitability to work with children (R)</li> <li>• Emotional resilience in working with challenging behaviours and attitudes (AF, I, R)</li> <li>• To comply with the Trusts Policies</li> <li>• Ability to access reliable transport to carry out the travel requirements of the post.</li> </ul>	
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Key – Stage identified	
AF	Application Form
C	Certificates
I	Interview
T	Task
R	References
D	DBS Disclosure

Issues arising from references will be taken up at interview, all appointments are subject to satisfactory references.