Visual Impairment Teacher

Part time: 22.2 hours per week

Full Time Salary: £42,689 - £51,262, per annum pro rata at 0.6FTE (Teachers T&C: M6 – Leading Practitioner range plus SEN Allowance)

Location: London Borough of Sutton

*‘We reserve the right to interview applicants before the closing date so encourage early application where possible.'*

The London Borough of Sutton is recruiting on behalf of Cognus a Qualified Teacher of the Visually Impaired (QTVI).

Cognus is commissioned by London Borough of Sutton to provide education services to mainstream schools and specialist education providers in Sutton. We deliver a wide range of 26 services – from Admissions and Music, to SEND and Therapies – to pursue excellence in education settings and improve the lives of children, young people, and families.

**About the service**The Sensory Impairment Service are a small friendly specialist team supporting children and young people, aged 0-19 with hearing, vision, or multi-sensory impairments across the community. We have a multiagency approach to achieve the best outcomes for our children and young people.

About the role

As a QTVI you will have your own caseload for visually impaired children and young people. You will be expected to manage your own caseload and to support you in your role you will receive regular supervision from your line manager.

You will forge good relationships with key partners and, through assessment and observation, make clear, targeted recommendations to schools and placements. You will be expected to forge good working relationships with parents and carers, supporting them to make informed choices about key issues including the EHCP process. You’ll have a passion for improving opportunities for visually impaired children and young people through training and awareness-raising. We will support you in your own professional development so that you are confident in all aspects of this role.

Do you have the following skills and qualifications?

* Are you a qualified Teacher of the Visually Impaired?
* Are you experienced in working with children and young people who have visual impairments and / or complex and medical needs?
* Do you have a good understanding of the SEND Code of Practice and the Children and Families Act?
* Do you have experience of working as part of a multi-agency team?

You will give us great commitment and in return we offer an excellent package including:

1. Salary of £42,689 - £51,262, per annum pro rata at 0.6FTE per annum Cognus Band 4 SCP58-61
2. Workplace pension scheme 4% to 8% matched contributions
3. 28 days annual leave pro rata (plus Bank Holidays)
4. Regular manager support and supervision
5. Regular CPD opportunities, including internal coaching
6. Perkbox and Sovereign Healthcare Cashback plans
7. Employee Assistance Programme
8. Staff Council, Staff EDI group and Mental Health First Aiders to support wellbeing and inclusion
9. Cognus Coaching Programmes
10. An ambitious culture with friendly and supportive colleagues.

If you are interested and would like to be considered for this role, please apply to [recruitment@cognus.org.uk](mailto:recruitment@cognus.org.uk) completing the [Cognus application form](https://www.cognus.org.uk/work-with-us/current-vacancies/cognus-application-form/), available on the Cognus website. In your application include a supporting statement outlining how you meet the person specification and noting any relevant experience. The deadline for receipt is 11.59pm on Tuesday 23rd April 2024. Candidates must be available for interview on Tuesday 30th April 2024. For an informal conversation about the role please contact Jane Morgan, Head of SEND Support at [jane.morgan@cognus.org.uk](mailto:jane.morgan@cognus.org.uk)

At Cognus we recognise diverse talent comes from a range of backgrounds and experiences; this helps our organisation to thrive and better represent the communities that it serves. We would welcome any pre-application conversations to support a broader and more diverse range of applications to this role.

All offers of employment are subject to successful completion of recruitment formalities which includes an enhanced DBS check. These checks must have been completed prior to commencement of employment. We expect our staff to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Company and the Local Safeguarding Children’s Board.

**JOB DESCRIPTION**

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| **POSITION:** | **Qualified Visual Impairment Teacher** |
| **DIVISION:** | **Sensory Impairment** |
| **REPORTS TO:** | **Head of SEND Support** |
| **RESPONSIBLE FOR:** | **Supporting high quality provision for visually impaired children and young people** |
| **GRADE/PAY** | **£42,689 - £51,262, per annum pro rata at 0.6FTE**  (Teachers T&C: M6 – Leading Practitioner range plus SEN Allowance) |

**JOB SUMMARY**

The Qualified Visual Impairment Teacher will need to ensure there is high quality provision for all visually impaired children and young people, including those with additional educational need and/or disabilities. The work will be with families, educational settings, and external agencies.

The post holder will undertake assessments and offer recommendations to identify educational needs and provide necessary support to meet those needs; this may include working in conjunction with other professionals from education, health, social care, and other voluntary agencies.

**PRINCIPAL ACCOUNTABILITIES:**

1. To have due regard for safeguarding and promoting the welfare of children and young people, and to follow the child protection procedures adopted by Cognus Limited, the School and Sutton Council’s Safeguarding Children’s Board.
2. To ensure that all visually impaired children and young people receive high quality provision, as reflected in the Early Years Foundation Stage revised framework and the National Curriculum.
3. To ensure that you bring forward good ideas, to challenge areas where the Local Authority can improve and to contribute to Cognus and The London Borough of Sutton’s ongoing success.
4. To take reasonable care for the health and safety of yourself and other persons within the workplace.
5. To take positive action to ensure a thorough understanding of, and positive commitment to, equality in both service delivery and employment practices
6. To promote equality diversity and inclusion, for all children with young people with visual impairment.
7. To ensure a joined-up approach to improving outcomes for sensory impaired children and young people in the London Borough of Sutton

**COMPETENCIES**

*The main duties and responsibilities of the postholder are indicated below although other duties of an appropriate level and nature will also be required.*

**Outstanding QTVI with experience of working with visually impaired Children and young people:**

* Experience of working in different educational stages and settings.
* Knowledge of contracted Braille
* Knowledge and experience of checking and using assistive technology for visually impaired children and young people, such as Braille Note Touch, iPad applications and assistive software
* Experience of applying specialist assessments to create recommendations to support the learning of visually impaired children and young people and basing all working practice on evidence
* Experience of building strong partnerships with multi-agencies and families
* Proven ability to effectively use data and evidence to facilitate better outcomes for children and young people
* Experience of keeping and maintaining records and producing accurate reports which will actively support colleagues in understanding and meeting the needs of children and young people
* Knowledge of statutory legislation and the SEN Code of Practice.
* Knowledge of and an overview understanding of the national curriculum from Early years to KS4 with expertise in a particular key stage
* Experience of delivering and evaluating training
* Responsible for the collection of qualitative and quantitative data to monitor and evaluate practice

**Making Cognus’ vision, mission, and values (Partnership, Empowerment, Collaboration, Dynamic, Creativity, Excellence and Integrity) to support children and young people to live safe, happy, healthy and successful lives:**

* Strong organisational abilities including time management, creative-thinking, problem-solving and multitasking
* Personal determination, drive, energy, and ambition to overcome obstacles, achieve challenging objectives, celebrate success, and deliver excellent outcomes for children
* Commitment to collaborative working within Cognus and across organisational boundaries in the best interests of children and families
* Excellent communication skills verbally and in writing. The ability to distil and communicate sometimes complicated information simply and effectively
* Able to work flexibly and independently

**GENERAL:**

**PROCESSING OF DATA:**

1. You (“the employee”) consent to the holding and processing of personal data provided by you to the Company (“the Company”) for all purposes relating to your employment, but not limited to administering and maintaining personnel records, paying and reviewing salary and other remuneration and benefits, undertaking performance appraisals and reviews, the compulsory Disclosure and Barring Services check (DBS) details in line with its statutory responsibility to safeguard and protect children and vulnerable service users; maintaining sickness and other absence records and taking decisions as to your fitness for work.
2. You hereby acknowledge and agree that the Company may, in its general and statutory duties as an employer, be required to disclose personal data relating to you for legislative purposes during or after the end of your employment. This does not affect your statutory rights under the General Data Protection Regulation 2018.

**CONFIDENTIALITY AGREEMENT:**

1. During your employment, you will have access to and knowledge of Company confidential information and trade secrets.
2. Disclosure of any confidential information and/or trade secrets could have serious financial consequences and/or create serious competitive disadvantages for the Company. There may be material damage, financial or otherwise, deliberate or otherwise, to the Company’s legitimate business interest.
3. Under the terms of the confidentiality agreement, you agree to keep secret and shall not at any time, either during employment or post-employment, use, communicate or reveal to any person any trade secret or confidential information relating to the Company or any Associated Company.
4. You are aware of the Company’s policies in relation to compliance with the General Data Protection Regulation and undertake to act in accordance with these at all times. Any breach of these policies will be dealt with under the Company’s disciplinary procedure and action taken can include dismissal without notice.

**SAFER RECRUITMENT:**

An offer of employment is subject to safer recruitment practices which include an enhanced DBS check, two professional references acceptable to Cognus Limited, proof of qualifications, proof of right to work in the UK, proof of personal address and employment history covering 5 years and, fitness to work with children (occupational health assessment). These checks must have been completed prior to commencement of employment.

This job description and person specification outlines the summary of key accountabilities and is not an exhaustive list of duties and, is subject to periodical review and changes in line with business needs.

**PERSON SPECIFICATION**

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| No | Description | Criteria |
| a. | Qualification in teaching children with a Visual Impairment | E |
| b. | Qualified Teacher Status. | E |
| c. | Successful experience as a teacher working with visually impaired/multi-sensory impaired children (minimum 3 years); including proven experience of adapting practice and approaches to meet the needs of individual visually impaired children and young people | E |
| d. | Proven experience of assessing and monitoring individual progress at pre-school and school level, maintaining clear and precise records of work. | E |
| e. | Evidence of successful work within an advisory team/support service | D |
| f. | Knowledge of The SEND Code of Practice and Children’s and Families Act. | E |
| g. | Evidence of professional development regarding specialist curriculum areas for visually impaired children and young people: | D |
| h. | Able to assess the needs of visually impaired children and young people in the home and educational setting. | E |
| i. | Evidence of planning adapting and delivering appropriate training | E |
| j. | Able to build and maintain effective working relationships with internal and external stakeholders and professionals. | E |
| k. | Able to write comprehensive reports that reflect the needs of the child and young person. | E |
| l. | High levels of personal effectiveness and the ability to organise and plan working time. | E |
| m. | Proficient in using MS office. | E |

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| Key: | | D | Desirable | I | Evaluated at interview |
| E | Essential | S | Short listing criteria | T | Subject to test |