

Qualified Teacher of the Deaf (QToD)

Full Time | Permanent

Teachers' Main to Upper Pay Scale (Outer London) + SEN2 Allowance (with the necessary appropriate qualification)

Based at Cognus, Cantium House, Wallington, SM6 0DZ, with travel across the London Borough of Sutton

Cognus Limited is a Local Authority Traded Company, which is commissioned by the London Borough of Sutton to provide education services to early years providers, mainstream schools and specialist education settings in Sutton. Wholly owned by the local authority, we deliver a wide range of high-quality services to deliver excellent practice that improves the lives of children, young people, and families in Sutton and beyond.

Why Join the HaVES Team?

The Hearing and Vision Education Service (HaVES) is a highly skilled and collaborative specialist team, recognised for its expertise in supporting children and young people with sensory needs. Working in partnership with families and colleagues across education, health and social care, the service delivers innovative, person-centred support across a range of settings, enabling high-quality practice that helps children and young people to thrive.

About the Role

This is an exciting opportunity to join Sutton's highly regarded Hearing and Vision Education Service (HaVES), a specialist, collaborative and ambitious team dedicated to improving outcomes for children and young people with sensory needs.

Communication, identity and belonging are at the heart of learning, relationships and future success. At Cognus, we believe every deaf child and young person should have the opportunity to develop a strong sense of deaf identity, communicate confidently, participate fully in education and society, and achieve their aspirations. We recognise and celebrate the diversity of the deaf community, including children and young people who use spoken language, British Sign Language (BSL), Sign Supported English or a combination of communication approaches.

As a Qualified Teacher of the Deaf (QToD), you will play a pivotal role in supporting children and young people aged 0–25 who are deaf, including those with complex and additional needs, across a range of educational settings. Through specialist teaching, assessment and advice, you will help children and young people develop the communication, independence and self-advocacy skills they need to thrive, while supporting families and professionals to understand and value deafness as an important aspect of identity and lived experience.

Working closely with families, education settings, health professionals and partner agencies, you will provide specialist advice, assessment and intervention to ensure children and young people can access learning, build meaningful relationships and achieve positive outcomes



throughout their educational journey. Whether supporting a baby newly identified with hearing loss, advising school staff on inclusive practice, promoting deaf awareness and inclusion, or helping a young person prepare for adulthood, your expertise and advocacy will make a meaningful and lasting difference.

You will join a highly skilled and supportive team recognised for its expertise, innovation and commitment to delivering high-quality, person-centred services that enable children and young people to flourish, develop confidence in who they are, and realise their full potential.

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

- a) Starting salary M6 – U3 plus SEN2 for appropriately qualified staff
- b) Membership of the Teachers' Pension Scheme (in line with Teachers' Pay and Conditions)
- c) Annual leave entitlement is incorporated within Teachers' Pay and Conditions, with leave taken during the school closure period
- d) Regular manager support and supervision
- e) Hybrid and flexible working arrangements, where appropriate and in line with service needs
- f) Staff benefits package; currently including Employee Assistance Programme, life insurance, employee benefits platform and (upon completion of probation) health care [Cognus reserves the right to adjust these additional discretionary benefits to improve the quality of its services provided, maintain affordability for the Company and to ensure benefits remain fit for purpose with staff needs.]
- g) Staff EDI group and Mental Health First Aiders to support wellbeing and inclusion
- h) Cognus Coaching Programmes
- i) 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 with the completed [application form](https://www.cognus.org.uk/work-with-us/current-vacancies/cognus-application-form/), downloaded from <https://www.cognus.org.uk/work-with-us/current-vacancies/cognus-application-form/>, outlining your suitability.

Applications should be sent to: recruitment@cognus.org.uk

Closing Date: Wednesday 30th September at 9.00am

Interview Date: Thursday 8th October

For an informal conversation about the role, please contact:

Jane Morgan

Head of SEND Support and School Improvement

Email: Jane.Morgan@Cognus.org.uk so a suitable time can be arranged for an informal conversation

All offers of employment are subject to successful completion of recruitment formalities, which include an enhanced DBS check. These checks must have been completed before the 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 Sutton's Local Safeguarding Partnership.

We are an equal opportunity employer and value diversity at our company. We do not discriminate based on race, religion, colour, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.



JOB DESCRIPTION

POSITION:	Qualified Teacher of the Deaf (QTVI)
DIVISION:	Hearing and Vision Education Service
REPORTS TO:	Head of SEND Support and School Improvement
GRADE/PAY:	Supporting high-quality provision for Deaf children and young people
LOCATION:	Cognus Office, First Floor, Cantium House, Wallington, SM6 0DZ

JOB SUMMARY

To provide high-quality specialist teaching, advice, and support to children and young people (0–25) who are Deaf, enabling them to achieve their full potential in education and life. To work as part of Sutton’s Hearing and Vision Education Service (HaVES), contributing to inclusive practice, raising attainment, and promoting equality of opportunity.

PRINCIPLE ACCOUNTABILITIES:

Specialist Teaching and Support

- Manage a caseload of children and young people with varying levels of Deafness, including complex and multi-sensory needs.
- Provide specialist teaching and interventions to support the development of speech, language, communication, listening and learning skills.
- Support children and young people to maximise the effective use of hearing technology, including hearing aids, cochlear implants, radio aids and assistive listening devices.
- Advise on and promote effective communication strategies to facilitate access to learning and participation in educational settings.
- Support educational settings to adapt teaching approaches, learning environments and curriculum delivery to meet individual needs.

Assessment and Planning

Undertake specialist assessments and observations to identify educational, communication and listening needs.

- Produce clear, evidence-based recommendations and strategies for educational settings, families and other professionals.
- Monitor, evaluate and record progress, adapting support and intervention plans as required.
- Contribute to statutory assessment processes, including Education, Health and Care Needs Assessments and Annual Reviews.



Advisory Role and Training

- Advise schools, early years providers, colleges, and families on inclusive practice for children and young people who are deaf
- Provide training for staff on deafness, assistive technology, and curriculum access.
- Promote awareness and understanding of deafness across the borough.

Multi-Agency Collaboration

- Work closely with parents/carers, therapists, SENDCOs, and other professionals to ensure a coordinated approach.
- Contribute to Education, Health and Care Plans (EHCPs) and reviews.

Service Development

- Support the delivery of Sutton's SEND and Inclusion Strategy in relation to sensory impairment.
- Contribute to service planning, evaluation, and innovation within HaVES.

Safeguarding

- Follow safeguarding procedures and always ensure the welfare of children and young people.

GENERIC OBJECTIVES:

Contribute to Cognus Limited's business objectives at the appropriate level by ensuring every child matters and has access to education and learning opportunities, including:

- a) Health and safety
- b) Safeguarding and protection of children
- c) Equal opportunities and management of diversity
- d) Data protection
- e) Outstanding Customer care

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GENERAL:

SAFER RECRUITMENT:

Cognus is committed to safeguarding and protecting the children and young people that it works with. 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 the commencement of employment. We have a range of policies and procedures in place which promote safeguarding and safer working practices across the organisation.

PROCESSING OF DATA:

- a) 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.
- b) You hereby acknowledge and agree that the Company may, in the course of 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:

- a) During the course of your employment, you will have access to and knowledge of Company confidential information and trade secrets.
- b) Disclosure of any of this 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.
- c) Under the terms of this 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.
- d) 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.



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 the business needs.



PERSON SPECIFICATION

The main duties and responsibilities of the post holder are indicated below although other duties of an appropriate level and nature will also be required as necessary.

No	Description	Criteria
a.	Mandatory Qualification in Teaching Deaf Children and Young People (QToD) or willingness to undertake the qualification	E
b.	Qualified Teacher Status	E
c.	Successful experience as a teacher working with deaf or partially deaf children and young people (minimum 3 years), including proven experience of adapting practice and approaches to meet individual needs	E
d.	Proven experience in 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 the Children's and Families Act	E
g.	Evidence of professional development relating to deaf education, communication development and/or hearing technology	D
h.	Ability to assess the needs of deaf children and young people in the home, early years and educational settings	E
i.	Evidence of planning, adapting and delivering appropriate training	E
j.	Ability to build and maintain effective working relationships with families, schools, partner agencies and professionals	E
k.	Ability to write high-quality reports that accurately reflect the strengths, needs and outcomes for children and young people	E
l.	High levels of personal effectiveness, organisation and time management	E
m.	Proficient in the use of Microsoft Office applications and digital technologies	E
n.	Knowledge and understanding of hearing technology, including hearing aids, cochlear implants and assistive listening devices	E
o.	Knowledge of language, communication and listening development in deaf children and young people	E
p.	British Sign Language (BSL) skills	D
q.	Mandatory Qualification in Teaching Deaf Children and Young People (QToD) or willingness to undertake the qualification	E

KEY:		D	Desirable	I	Evaluated at interview
E	Essential	S	Shortlisting criteria	T	Subject to test

