



National College for  
Teaching & Leadership

# **Specification for Mandatory Qualifications**

**For specialist teachers of children and  
young people who are deaf**

**For courses starting from September 2016**

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## Introduction

On behalf of the Department for Education (DfE), the National College for Teaching and Leadership (NCTL) aim to approve a sufficient number of providers across all three MQ specifications.

This will allow MQ to remain a high quality qualification that:

- reflects the changing landscape
- is sufficiently flexible to ensure that it continues to meet the needs of the profession and children and young people with sensory impairment
- aligns with DfE priorities, to ensure that schools, Higher Education Institutions and others across the sector work collaboratively on the design and delivery of training in an increasingly school-led system
- raises aspirations for children and young people with VI, HI and MSI

This specification applies to mandatory qualification (MQ) courses starting from September 2016.

So that children and young people<sup>1</sup> with sensory impairments receive the best quality education and care, teachers of classes of children and young people who are deaf<sup>2</sup>, who have vision impairments (VI)<sup>3</sup> and who are deafblind<sup>4</sup> are required<sup>5</sup> to hold an additional specialist qualification in addition to qualified teacher status (QTS) or qualified teacher learning and skills (QTLS)<sup>6</sup>. This qualification is known as the mandatory qualification for teachers of pupils with sensory impairments and is designed to prepare teachers<sup>7</sup> to work effectively with children and young people who are deaf, who have VI or who are deafblind.

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<sup>1</sup> Up to age 25

<sup>2</sup> Deaf children are defined as all children with sensorineural and permanent conductive deafness, using the descriptors provided by the British Society of Audiology and BATOD. The term 'deaf' includes all levels of deafness, from mild to profound'.

People with hearing impairments may have some functional hearing. Hearing impairment is sometimes referred to as 'deafness' or 'hearing loss'.

<sup>3</sup> Vision impairment is sometimes referred to as 'blindness', 'partial sightedness' or 'sight loss'.

<sup>4</sup> Deafblind people may have some functional sight and/or hearing. Deafblindness is sometimes referred to as 'multi-sensory impairment' (MSI) or 'dual-sensory loss'

<sup>5</sup> Statutory Instrument 2003 No.1662, the Education (School Teachers' Qualifications) (England) Regulations 2003.

<sup>6</sup> Since 1 April 2012, further education teachers who have been awarded QTLS by the Institute for Learning (IfL) and are members of the IfL are recognised as qualified teachers in schools.

<sup>7</sup> The regulations apply to teachers employed in schools and not specialist peripatetic teachers working with pupils with sensory impairments employed in special educational needs support services. However,

There are three versions of the qualification: one for teachers of deaf learners, one for those teaching learners with VI, and one for those teaching deafblind learners. Teachers employed to teach classes of children and young people with a sensory impairment who do not already hold an appropriate MQ are required to gain the qualification within their first three years in post.

‘A qualified teacher may be employed to teach a class of pupils who are hearing impaired, visually impaired, or both hearing and visually impaired if the headteacher is satisfied that the person in question is in the process of obtaining the relevant MQ and provided that the aggregate period for which the teacher teaches a class of pupils does not exceed three years.’ [Statutory instrument 2003 No.1662. The Education (School Teachers’ Qualifications) (England) Regulations 2003, 9]

Although the requirement to hold an MQ applies only to teachers in specific roles, the appeal of the MQs is much wider. Qualified teachers in support and advisory roles, and those working with children and young people who are deaf in home<sup>8</sup>, early years and post-16 settings, are also strongly advised to complete MQ training, in the best interest of the children and young people with whom they work.

*‘Those teaching classes of children with sensory impairment **must** hold an appropriate qualification approved by the Secretary of State. Teachers working in an advisory role to support such pupils should also hold the appropriate qualification.’<sup>9</sup>*

All MQ training programmes must meet the minimum specification set out on pages 11 – 14. However, it is expected that some providers will wish to develop additional criteria so as to tailor MQ courses more closely to the needs of participants and other stakeholders.

To be awarded an MQ, the Department for Education (DfE) requires that participants are assessed against – and demonstrate that they meet – the course outcomes. The academic level at which the qualification is validated is entirely a matter for providers. It should not compromise the purposes or quality of the MQ and should be consistent with the expertise required to carry out the role of a qualified Teacher of the Deaf.

## Providing training leading to the award of an MQ

To deliver a course leading to the award of an MQ, training providers must gain the approval of the Secretary of State. Although the type of provider is not stipulated, MQ

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the DfE has stated that it is their expectation that such teachers would have the relevant MQ. See text below.

<sup>8</sup> From birth

<sup>9</sup> DfE (September 2014) Special educational needs and disability code of practice: 0-25 years

courses have traditionally been delivered by higher education institutions, working in partnership with others, including local authorities, schools and voluntary bodies.

To become an approved provider of MQ courses, the National College for Teaching and Leadership (NCTL), on behalf of the DfE, periodically invites training providers to seek approval and, if they are interested, submit an application demonstrating how their provision will meet the requirements of the specification and how their course will assist teachers in meeting the course outcomes, including the minimum MQ outcomes. Each application is assessed by a panel, including representatives from the NCTL, DfE and other specialists in the field of special educational needs (SEN) and disability, including sensory impairment.

It is envisaged that successful providers will receive approval from the Secretary of State to deliver courses leading to the award of MQ for an initial period of three years. Approved MQ provision may be inspected by Ofsted.

## **The MQ specification**

This specification was revised following a 'light touch' consultation with existing MQ providers and other key stakeholders during 2014 and 2015. This is to bring the specification up-to-date with recent changes to relevant Government policies and organisational changes since 2009. The revised specification is set out below (pages 11 - 14).

The specification sets out six overarching criteria. Potential MQ course providers must demonstrate in their application for approval how the provision they propose meets each of the criteria. The specific features that applications for approval should cover are listed below in the specification under each criterion. Those reviewing applications will use these statements to determine which providers should be approved to deliver MQ training. To assist those preparing applications for approval against the criteria and to address some of the issues that arose during consultation, a brief introduction to each criterion is set out below.

### **Criterion 1**

MQs should have as their main objective and outcome the raised achievement of children and young people who are deaf through improving participants' professional knowledge, understanding and skills

Provision should give participants the knowledge, understanding and skills to maximise the opportunities open to children and young people who are deaf so as to improve their life chances and enable them to fulfil their potential. In this criterion, and throughout the specification, references to the 'achievement' of children and young people should be taken to be broadly defined to include not just academic attainment, but achievement in relation to, for example, physical, mental and emotional well-being; developing confidence and independence; and making a successful transition to adulthood, whether into employment, further or higher education or training, and independent living. The course should also prepare participants to listen to the views of children and young people and to work together with others, including other professionals, parents, carers and families, to protect children and young people, help them to achieve and influence practice.

MQ courses **must** be strongly rooted in practice and providers should make strong links with mainstream settings, special schools and settings, and sensory support services to help keep provision up to date and relevant to practice. There should be opportunities, in work contexts, for participants to apply, practise and demonstrate what they have learnt.

MQ courses should help prepare participants to work effectively in their current roles (in any phase or context, including in early years and post-16 settings, within mainstream and specialist provision and in support and advisory roles) and must give them opportunities to gain experience of other relevant work contexts, eg through visits, work shadowing and teaching placements.

## **Criterion 2**

MQs should offer high quality training that makes best use of available resources through being tailored to meet participants' training and development needs

The purpose of this criterion is to make the best possible use of the resources available to deliver MQ courses so that they have the maximum impact on participants' practice and the outcomes achieved by the children and young people they teach. Those teaching children and young people with sensory impairments will come from different backgrounds, work in a range of different contexts and have varying knowledge, skills and experience. As a result, participants will have different strengths and training needs in relation to the course outcomes. To ensure that all participants gain maximum benefit from MQ training and that providers make the best use of the resources available to them, provision should be matched as closely as possible to individual needs.

It is important that everyone who joins a course leading to the award of an MQ is able to benefit fully from it. Providers should, therefore, assure themselves that those accepted

to join MQ courses have sufficient knowledge, understanding and skills on joining the course to be likely to meet all the course outcomes by the end of the course. Where prospective participants fall below an acceptable entry level in one or more areas, providers should offer them guidance about what they need to do to achieve the required entry level.

Provision should incorporate an initial needs assessment in relation to the course outcomes in order to ensure well-targeted and cost-effective professional development for participants. An initial needs assessment against the course outcomes can help providers to tailor the course to participants' needs. Courses should take full account of participants' prior knowledge and achievement. If a provider is satisfied, at the beginning of an MQ course, that all the participants in the group already meet a particular group of outcomes, then the course need not cover these in great detail, and the time released can be spent looking at other aspects in more detail.

Ultimately, however, all participants must demonstrate that they meet all the course outcomes, and assessors should look for evidence against all the course outcomes throughout the course as an additional check on the accuracy of the needs assessment.

MQ courses cannot cover everything that teachers of deaf children and young people will need to know throughout their careers. As with all professional development, completing an MQ is a stepping-stone. MQ providers have a responsibility to ensure that, at the end of the MQ course, participants are helped to identify areas for further development. This does not mean that the MQ provider has to set specific objectives. Objective setting is done in discussion with line managers in the workplace, as part of the appraisal process. But providers should emphasise the importance of participants setting objectives for further development, eg by building opportunities to set objectives into the end of courses, providing planning tools, discussing further possibilities and opportunities, and giving participants ideas they can consider and discuss with their managers.

### **Criterion 3**

MQs should be delivered flexibly, without compromising appropriate progression and quality of outcome, to maximise access for participants

This criterion covers aspects of accessibility for all candidates to make it possible for all those needing or wishing to take an MQ to be able to do so.

Providers wishing to offer MQ courses should show in their applications for approval how their courses promote equality of opportunity and good relations by meeting the requirements of relevant equality legislation, including the Race Relations (Amendment)

Act 2000, the Disability Discrimination Act 2005 (DDA), and the Equality Act 2010. For example, they should show how:

- they are meeting the DDA 'anticipatory duty' by anticipating the needs of disabled candidates/participants and making provision for them
- they will encourage and support candidates/participants to disclose disabilities so that reasonable adjustments can be made
- they will promote positive attitudes towards disabled people
- the needs of disabled candidates will be reflected in promotional and pre-course materials for MQ candidates, and
- they will comply with relevant duties under equalities legislation to enable all participants to access and participate fully in the course

Since the majority of MQ participants study part-time, provision should be as flexible as possible without compromising appropriate progression and quality of outcome. The NCTL is aware that there are limits to the amount of flexibility that one provider can achieve, especially where numbers are very small. To ensure that courses are as accessible as possible, those reviewing applications for approval will be looking for a range of flexible provision nationally, rather than necessarily within one provider's courses. However, those applying for approval to offer MQ courses must demonstrate that they have done everything they can to make their provision as flexible as they possibly can. Even very small changes can make a considerable difference. For example, providers could publish information about course dates well in advance to enable participants to attend training without missing important events at their workplace. They could also put key content from taught sessions online so that participants who miss sessions unavoidably are able to catch up, or advertise any crèche provision that might be available.

#### **Criterion 4**

MQs should be informed by the needs of stakeholders and involve them in development, delivery, evaluation and improvement of the provision

Stakeholders might include teachers, schools/other settings, employers, local authorities, parents/carers, children and young people, and others such as the relevant SEND associations and groups of disabled people, as well as current and former participants on MQ courses.

In their applications for approval, those wishing to provide MQ training must make clear how they have collected and taken account of evidence about the needs of stakeholders.

This does not mean that stakeholders can determine the content of MQ courses. That is largely dictated by the MQ outcomes and the identified needs of participants. However, providers should be clear about what stakeholders feel is important and, wherever possible, should allow this to influence course content.

Those applying for approval to become MQ course providers should also show how stakeholders will be directly or indirectly involved in their provision, eg as guest speakers, as hosts for visiting participants, as tutors or mentors for participants in the workplace, as moderators or assessors, or by giving evidence about the impact of MQ courses.

## **Criterion 5**

MQs should be of a consistently high quality and subject to rigorous quality assurance procedures, and be supported by mechanisms for monitoring, evaluating and improving the impact of provision on teachers' competence and the achievement of deaf children and young people

Those applying for approval to become MQ course providers should show how all aspects of provision will be subject to QA measures, including:

- recruitment and selection
- needs assessment and setting objectives
- course content, including workplace-based elements
- assessment against the course outcomes, and
- evaluation

They should show the sources of evidence, and mechanisms for ensuring that information gleaned will affect future planning and development of the content and delivery of provision.

The main purpose of MQ provision must be to raise participants' competence and the achievement of deaf children and young people. The NCTL recognises that it may be difficult to gather evidence on the impact of MQ provision on the achievement of children and young people over the short time that the course runs. Providers should, however, show how they take every opportunity to gather such evidence. They could, for example, encourage participants carrying out assignments to take baseline measures before interventions, and to measure the impact on the achievement of deaf learners following those interventions and over time.

It is essential that candidates are suitable for work with children and young people. As part of their recruitment and selection procedures, providers should assure themselves that those accepted onto MQ courses have had the appropriate background checks to allow them to work with children and young people.<sup>10</sup> The majority of MQ candidates are likely to be employed in posts where they are already working with children and young people at the time of taking the course and, as such, are likely to have undergone the appropriate Disclosure and Barring Service (DBS) enhanced disclosure check. However, if a candidate with QTS or QTLS has not worked in a school or FE college in a post that involves regular contact with children or young people within the past three months, it will be necessary for a DBS enhanced disclosure to be obtained.

## **Criterion 6**

MQs should have, as a minimum requirement for successful completion, the outcomes set out in Annex A of the MQ specification, so that those holding the qualification(s) make maximum impact on practice

Applications from those seeking approval to run MQ courses should demonstrate how the provider will ensure that the MQ is awarded only to candidates who have shown that their knowledge, understanding and skills match the outcomes in Annex A of the specification. These are minimum requirements. Providers may wish to include other outcomes.

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<sup>10</sup> As stipulated by The School Staffing (England) (Amendment) Regulations 2006, School Staffing (England) (Amendment) (No 2) Regulations 2006, and Further Education (Providers of Education) (England) Regulations 2006.



# Specification for courses leading to the mandatory qualification for teachers of children and young people who are deaf

The national specification is set out below. It has, at its heart, three purposes.

These are that mandatory qualifications should:

- be of a consistently high quality
- have an impact on raising the achievement and improving the well-being of children and young people, and
- be easily accessible to those wishing to take them

Mandatory qualifications should:

**1. Have as their main objective and outcome the raised achievement<sup>11</sup> of deaf children and young people, through improving participants' professional knowledge, understanding and skills.**

Successful applications for approval to run MQ courses will demonstrate that provision will:

- 1.1. Have a clear focus in course aims, objectives, content and assessment on raising the achievement of children and young people who are deaf to close the attainment gap and improving their well-being by working from their aspirations to determine wider outcomes
- 1.2. Make strong links to effective practice in schools, homes and other settings
- 1.3. Require participants to apply, practise and demonstrate what they have learnt in a range of appropriate work contexts
- 1.4. Be evidence-based, reflecting recent research and inspection evidence and important developments and innovations relating to deaf education pedagogy, including current specialist equipment
- 1.5. Develop participants' understanding of current legislation and government policies and initiatives in relation to sensory impairment, and the implications of these for children and young people who are deaf and the settings in which they are cared for and/or educated

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<sup>11</sup> Throughout this document the 'achievement' of children and young people should be taken as broadly defined to include not just academic attainment, but achievement in its broadest terms

- 1.6. Develop participants' skills in consulting with children and young people who are deaf about issues that affect them individually and collectively and helping them express their views to others
- 1.7. Develop participants' skills in advising, supporting, coaching and collaborating with colleagues and families. Working in partnership with multi-agency teams to meet the needs of children and young people who are deaf
- 1.8. Provide specialist support, as appropriate, for participants teaching children and young people who are deaf in any phase or context, including in home, early years and post-16 settings, within mainstream and specialist provision including those in support and advisory roles
- 1.9. Equip participants with the knowledge, understanding and skills to enable them to apply what they have learned more widely, i.e. in different phases or contexts
- 1.10. Enable participants to make an impact on practice by meeting the course outcomes
- 1.11. Involve rigorous assessment of participants against all of the course outcomes

**2. MQs should offer high quality training that makes best use of available resources through being tailored to meet participants' training and development needs.**

Successful applications for approval to run MQ courses will demonstrate that:

- 2.1. Arrangements are in place to recognise that participants will have a range of levels of knowledge and experience
- 2.2. Provision, including visits and teaching placements, is high quality, cost-effective, tailored to individuals' circumstances and their training and development needs and offers specialist supervision to provide optimal support
- 2.3. Arrangements are in place for those achieving the MQ to be helped to consider further professional objectives and identify further opportunities

**3. Be delivered flexibly, without compromising appropriate progression and quality of outcome, to maximise access for participants.**

Successful applications for approval to run MQ courses will demonstrate that provision will be accessible and flexible, without compromising appropriate progression and quality of outcome, through:

- 3.1. Complying with relevant duties under equalities legislation to enable all participants to access and participate fully in the course, eg making reasonable adjustments for disabled candidates/participants
- 3.2. Flexible course delivery, for example, opportunities for participants to be taught in different modes, eg direct face to face teaching, blended or e-learning, full-time and part-time
- 3.3. Using ICT effectively in teaching and learning, and to facilitate effective communication, eg to facilitate:
  - communication between providers and link schools, settings and services
  - direct tutor support for participants, eg telephone calls, e-mail, forums, videoconferencing, web chat,
  - communication and collaborative learning between participants, eg through email, forums or online work groups

**4. Be informed by the needs of stakeholders and involve them in development, delivery, evaluation and improvement of the provision.**

Successful applications for approval to run MQ courses will demonstrate:

- 4.1. Clear evidence that provision has been developed in consultation with stakeholders and that they will be involved, directly or indirectly, in evaluation

**5. Be of a consistent high quality and subject to rigorous quality assurance procedures, and supported by mechanisms for monitoring, evaluating and improving the impact of provision on participants' competence and the achievement of children and young people who are deaf.**

Applications from those seeking approval to run MQ courses should demonstrate:

- 5.1. The range of internal and external evaluation measures available, including quality assurance of teaching placements, and how the evidence gathered will be used to improve the quality and impact of provision

- 5.2. That systems are in place to ensure that participants recruited onto the course have up to date DBS check as well as sufficient prior knowledge, understanding and skills to enable them to benefit from the course, and to meet the course outcomes by the end of the course
- 5.3. Have quality assurance measures in place to guarantee that the course is delivered by those with appropriate experience, up to date specialist knowledge and skills and ensures that those involved in delivery and assessment, including on teaching placements, understand their roles and responsibilities and carry them out to a high standard
- 5.4. That participants have access to a range of appropriate high-quality teaching placements including peripatetic services and special schools
- 5.5. That there are sufficient, up to date, specialist teaching resources available that are relevant to training teachers of children and young people who are deaf, to enable all participants to reach the course outcomes
- 5.6. That means are in place to ensure that assessment judgements across provision are consistent, reliable and accurate and that these will be moderated
- 5.7. Specific evidence and explanation of the methods and measures to be used for evaluating the quality, standards and impact of provision on participants' competence and confidence and, where appropriate, the achievement of children and young people who are deaf e.g. by requiring participants to evaluate improvements in pupils' achievement as a result of particular aspects of their practice

**6. Have, as a minimum requirement for successful completion, the mandatory qualification outcomes (Annex A) so that those holding the qualification(s) make maximum impact on practice.**

## **Annex A – Minimum mandatory qualifications outcomes**

Those awarded a mandatory qualification in teaching deaf children and young people will:

### **1. Professional qualities and attributes**

#### ***Knowledge and understanding***

##### ***Relationships with deaf learners and their families***

- 1.1. Understand the principles of an Early Support and keyworking approach
- 1.2. Understand the role of the Qualified Teacher of the Deaf as an agent of change

##### ***Personal professional development***

- 1.3. Understand how their own preconceptions and cultural understanding of the deaf community affect their work with deaf learners and their families and know how to take account of cultural and linguistic issues arising from their practice

#### ***Skills***

##### ***Relationships with deaf learners and their families***

- 1.4. Have high expectations of the achievement and behaviour of deaf learners including a commitment to ensuring they can achieve their full potential
- 1.5. Establish positive, respectful, trusting, supportive and constructive relationships with deaf learners and their families
- 1.6. Respond to the needs of deaf learners in ways appropriate to their age and context, in particular developing their self-esteem and sense of identity as they move into adulthood

##### ***Personal professional development***

- 1.7. Recognise and commit to continually develop the analytical, interpersonal and organisational skills necessary to work in an advisory role with their immediate colleagues and with colleagues in a range of settings
- 1.8. Evaluate their performance and take responsibility for improving their practice through appropriate professional development and reflection, support from colleagues and/or a mentor

- 1.9. Respond positively to support, advice and feedback
- 1.10. Research and evaluate innovative practices in relation to improving the achievement of deaf learners and draw on research outcomes and other sources of external evidence to inform their own practice and that of colleagues

## **2. The current legislative and educational framework**

### ***Knowledge and understanding***

- 2.1. Have a good, current working knowledge and understanding of national legislation and national and local policies, procedures and guidelines, including statutory assessment processes, relating to children and young people with special educational needs and disabilities and, in particular, those who are deaf
- 2.2. Be proactive in keeping informed of changes to legislation and policy and to access relevant documents as they are released
- 2.3. Understand and be able to demonstrate knowledge of the range of educational provision for deaf learners, including home-based learning, early years settings, mainstream schools, specialised provision, special schools and further and higher education, and the role of support services
- 2.4. Have an overview of the statutory and non-statutory curriculum frameworks and their associated assessment criteria and processes and reporting procedures, including those associated with the Early Years Foundation Stage and the National Curriculum, and education and training for learners from 18 to 25
- 2.5. Be proactive in keeping informed of changes to the curriculum frameworks and access the information
- 2.6. Have a clear understanding of any special arrangements to support access to assessment processes and know how to facilitate appropriate access and support arrangements to enable deaf learners to have their achievements recognised
- 2.7. Be proactive in keeping informed of updates to the assessment processes for the different exam boards and how to access the information
- 2.8. Have a good working knowledge of school/setting self-evaluation and improvement processes, including the mechanisms for setting priorities, objectives and targets and translating these into policies and strategies

- 2.9. Understand current SEN and disability-specific terminology and how it is used in relation to the education, health and care of deaf learners
- 2.10. Have detailed knowledge of the role of the Qualified Teacher of the Deaf in relation to safeguarding and early help assessments and roles and responsibilities within the home LA

### **3. Audiology in practice**

#### ***Knowledge and understanding***

##### ***The auditory system***

- 3.1. Understand the anatomy and physiology of the ear and how auditory information is processed by the brain
- 3.2. Have a working knowledge of the physics of sound, acoustic phonetics, and speech acoustics and perception
- 3.3. Understand the range and causes of hearing loss, how hearing impairments are identified and their impact on development and learning
- 3.4. Understand auditory perception and strategies to facilitate maximum auditory access for babies and young children
- 3.5. Know the educational implications of the pathology and treatment of ear diseases and conditions, including relevant surgical interventions

##### ***Audiological assessment***

- 3.6. Know the importance of monitoring and assessing how deaf learners process auditory and visual information
- 3.7. Know the theory and application of the range of current audiological practice and protocols
- 3.8. Know the strengths and limitations of different forms of audiological assessment and how to explain them to parents and other professionals

##### ***Audiological Equipment***

- 3.9. Know the range of available classroom related audiological equipment and amplification systems and how to use them appropriately and effectively in different acoustic environments to optimise progress and achievements

- 3.10. Know how to carry out routine day-to-day maintenance of classroom based audiological and amplification equipment and other specialist technology and check that they are working to specification
- 3.11. Know how to evaluate the effectiveness of classroom based audiological and amplification equipment to a deaf child both over time and in different circumstances, and to be able to communicate this to those who need to know
- 3.12. Understand and take account of the health and safety implications of using specialist equipment and technologies

## **Skills**

### ***The auditory system***

- 3.13. Contribute to, and know how to undertake, assessment of functional hearing and amplification needs of deaf learners
- 3.14. Interpret the full range of audiometric information competently
- 3.15. Support deaf learners to use audiological and other specialist technology and to be able to develop and implement strategies to maximise listening skills in deaf learners
- 3.16. Apply knowledge of acoustic phonetics and speech perception to optimise use of individual amplification packages

### ***Audiological assessment***

- 3.17. Demonstrate skills in explaining audiological information, including assessment and outcomes in terms of functional hearing, to a range of learners including deaf learners, families, mainstream staff and other non-specialists

## **4. Language, communication and interaction**

### ***Knowledge and understanding***

- 4.1. Understand the development of communication in its broadest sense, that communication is fundamentally different from language and how to assess the development of both communication and language in deaf learners
- 4.2. Understand how language is typically developed [0-5 years] and how this knowledge can be used to support the development of language in young deaf children

- 4.3. Understand how language is typically developed from the age of 5 onwards, at home and in school and how this knowledge can be used to support the development of school aged deaf pupils
- 4.4. Understand the impact of deafness on the cognitive emotional and social development of deaf children. Understand the importance of access to language and how poor language access impacts on language development.
- 4.5. Know a range of informal and formal procedures for monitoring and assessing the communication and language skills of deaf learners including for those at the very earliest stages of communication
- 4.6. Know how to develop the expressive and receptive language and communication of deaf learners
- 4.7. Know how to adapt general and technical vocabulary, when it is appropriate to do so, using strategies to accelerate language development
- 4.8. Understand the importance and range of non-language communication skills (e.g. conversational turn-taking, appropriate eye gaze) and how to encourage good practice in deaf learners
- 4.9. Recognise the range and importance of the variety of communication approaches that may be used by a deaf child for different purposes including a variety of spoken languages and British Sign Language.
- 4.10. Understand the structure and characteristics of British Sign Language, meet the requirement to achieve Level 1 competency in BSL, and recognise the benefits for some deaf children

### **Skills**

- 4.11. Understand the nature and use of visual manual support for language development such as Sign Supported English, Signed English and Cued Speech.
- 4.12. Make effective use of specialised informal and formal assessment techniques, including the sensitive and focused use of observation, supported by, for example, developmental scales and skills checklists
- 4.13. Monitor and contribute to assessing all aspects of the language and communicative competence of deaf learners, both spoken and signed, as appropriate, through collaboration with speech and language therapists or other appropriate professionals

- 4.14. Contribute to the design and implementation of a coherent and structured language, communication and whole-curriculum access programme to ensure optimal language development and curriculum attainment
- 4.15. Provide and facilitate a wide range of opportunities for the development of receptive and expressive language

## **5. Teaching and learning**

### ***Knowledge and understanding***

#### ***The learning environment***

- 5.1. Understand factors which contribute to an optimum learning environment for deaf learners including room acoustics, lighting and classroom management
- 5.2. Understand the interplay between state of mind, sense of well-being and the learning/community environment for deaf learners and the possible impact on learning

#### ***Teaching, learning and assessment***

- 5.3. Understand how hearing loss can impact on learning and achievement and how learning, teaching and assessment opportunities can be adapted to enable deaf learners to make progress
- 5.4. Know how to help children to make effective use of their amplification to develop their listening skills
- 5.5. Understand the impact of the interactional style of the teacher and other adults, on deaf learners, in a variety of educational settings
- 5.6. Understand the potential challenges that can be experienced by deaf learners in developing literacy and numeracy skills and be familiar with approaches to improve pupil performance in these curriculum areas
- 5.7. Be familiar with a range of ICT tools that are appropriate for assessing and supporting deaf learners
- 5.8. Know how to encourage and support deaf learners to be independent learners. Understand how to balance providing targeted support for individual deaf learners with the need to develop independent learning
- 5.9. Understand the principles of person-centred planning to enable deaf learners and their families to identify short and longer-term goals and to

obtain the support needed to achieve them. Be able to inform person-centred planning and review processes including contributing to plans that take account of other planning formats, eg Education, Health and Care Plans

## ***Skills***

### ***The learning environment***

- 5.10. Promote optimum listening and learning environments for deaf learners
- 5.11. Create safe learning environments that support the development of social interaction, emotional health and well-being of deaf learners, in which they can learn to take risks, develop resilience and become active learners
- 5.12. Plan teaching approaches that promote access to learning and participation for deaf learners. Recognise challenges that may arise from the physical and social environment and understand how these may change in different phases of education and at transfer from one setting/school to another

### ***Planning***

- 5.13. Use targets to develop criteria by which to assess and evaluate the progress of deaf learners and to establish a timescale for review and evaluation
- 5.14. Identify individual learning outcomes and develop, implement and evaluate a range of approaches to help deaf learners achieve those outcomes
- 5.15. Differentiate and personalise communication strategies (spoken, sign, mixed etc) to match individual communication and learning needs
- 5.16. Design, produce and adapt teaching and learning materials, resources and equipment, including ICT tools to be accessible and appropriate to deaf learners
- 5.17. Maximise the use of specialist equipment and technology to facilitate learning and progress
- 5.18. Encourage deaf learners to become more independent by helping them to develop organisational, information processing, problem solving and thinking skills
- 5.19. Engage deaf learners in taking responsibility for their own learning and independence including use of specialist equipment by involving them in making decisions about the types and levels of support they receive

### ***Monitoring and assessing***

- 5.20. Monitor and assess the progress of deaf learners and include learners and their parents/carers in the assessment process as appropriate
- 5.21. Assess and monitor the use and effectiveness of specialised approaches and resources against intended outcomes and measures of individual progress

### ***Reviewing and reporting***

- 5.22. Collate and present, where appropriate, the educational implications of multi-disciplinary assessment and parental contributions and views to inform curricular and placement decisions
- 5.23. Review individual learning and teaching provision against identified learning needs and the assessed progress made by deaf learners
- 5.24. Provide data and information on the progress of deaf learners which shows the added value provided by specialist teaching and learning
- 5.25. Use provision mapping to determine how well provision for deaf learners matches their needs and to demonstrate accountability to key stakeholders including parents/carers
- 5.26. Prepare and write accurate assessment reports that can be understood and used by teachers, other professionals, parents/carers and, where appropriate, deaf learners
- 5.27. Contribute to the strategic review and evaluation of learning and teaching provision in development of school and local offers

## **6. Social and emotional development and well-being**

### **Knowledge and understanding**

#### **Promoting positive behaviour**

- 6.1. Understand the importance of language development for the social and emotional development of deaf children
- 6.2. Understand the importance of a supportive home environment for language development and how to work with families to achieve this
- 6.3. Understand that families are complex and unique and that the presence of a deaf child or children will affect each differently

- 6.4. Recognise and understand the potential plurality and diversity of deaf children's language environments and how important these are for family and cultural inclusion

### ***Health and well-being***

- 6.5. Know that delayed language, communication barriers and the inability to 'overhear' can have a negative impact on a deaf child's ability to mature linguistically, socially and emotionally at the same rate as their peers
- 6.6. Know that access to language, especially early language (0 – 3) is key to normal cognitive development; know how access to language might be facilitated; and how parents, family members, nursery staff and early years workers can be empowered to model full, accessible language
- 6.7. Know how to help the families of deaf babies, children and young people ensure that their family language and life is accessible
- 6.8. Understand that long-standing or progressive hearing loss can have an impact on the emotions, learning, behaviour, mental health, outcomes and quality of life of deaf learners and their families
- 6.9. Know how to help deaf learners to develop effective social and emotional skills
- 6.10. Know how to support deaf learners to understand their hearing loss, encourage them to manage equipment independently where appropriate and develop a positive self-image as a young person
- 6.11. Know how to promote knowledge and skills related to personal, social and health education, and sex and relationship education
- 6.12. Know how to take advantage of opportunities for deaf learners to make friends and enjoy leisure pursuits
- 6.13. Understand the importance of recognising opportunities for deaf learners to socialise, as appropriate, with other young people who are deaf

### ***Skills***

#### ***Promoting positive behaviour***

- 6.14. Take account of the fact that hearing loss may have an impact on the learning and behaviour of deaf babies, children and young people and use effective strategies to promote positive behaviour, manage difficult situations and resolve conflict
- 6.15. Encourage deaf learners to monitor and control their own behaviour

- 6.16. Encourage deaf learners to be resilient and to persevere with their learning when difficulties arise

### ***Health and well-being***

- 6.17. Use effective, sensitive strategies to raise awareness of deafness among hearing peers and to promote positive relationships between deaf learners and their peers
- 6.18. Provide opportunities for deaf learners to develop positive self-esteem, emotional well-being and self advocacy skills

## **7. Supporting transition/transfer**

### ***Knowledge and understanding***

- 7.1. Understand the principles and practices associated with successful transition
- 7.2. Have a good understanding of transition planning and opportunities for deaf school leavers ensuring that deaf learners have high expectations for what they can achieve and understand any implications that deafness may have on their future career choices

### ***Skills***

- 7.3. Ensure that appropriate arrangements are in place so that deaf learners can access exams at key transition points
- 7.4. Liaise with appropriate information, advice and guidance services to empower deaf learners to be prepared and make informed decisions about their future
- 7.5. Assist older learners to develop the knowledge and skills they will need in adult life, further or higher education, post-school training opportunities and employment. Be able to give information about support available, including on Access to Work, any disability benefits, etc and how to access these

## **8. Partnership working**

### ***Knowledge and understanding***

### ***Working with deaf learners and their families***

- 8.1. Recognise the rights and expectations of deaf learners and young people and the importance of empowering them to make informed choices and to express their views about issues that affect them as individuals and collectively
- 8.2. Know when to intervene to support deaf learners to communicate with others, what intervention is appropriate and which professional might be the most appropriate person to provide the intervention
- 8.3. Recognise the rights and expectations of the parents/carers of deaf learners and know how to involve them in raising their children's achievement and improving their well-being. Be able to advise on a range of initiatives linked to access and disability discrimination, and contribute to access planning for deaf learners
- 8.4. Understand the linguistic and cultural implications of working with learners and families from minority ethnic communities and those for whom English is an additional language
- 8.5. Understand the potential impact on families of having one or more deaf children and know how to support them if required
- 8.6. Actively seek feedback from families to improve services for families of deaf learners
- 8.7. Understand how voluntary and advocacy agencies can help deaf learners and their parents/carers to make a full contribution to decisions about education and care

### ***Team working and collaboration***

- 8.8. Understand the roles and responsibilities of the range of specialist services and voluntary agencies that work with deaf learners and their families and the contribution they make to the education, health and care of deaf children and young people

### ***Skills***

#### ***Working with deaf learners and their families***

- 8.9. Liaise effectively and work in partnership with the parents/carers of deaf learners, providing information, advice and support, based on the principles of informed choice and the needs of the child

### ***Team working and collaboration***

- 8.10. Direct and oversee the work of support staff, ensuring that they have, or are acquiring, the appropriate skills and understand the targets of deaf learners, and are clear about their role in helping them to achieve these
- 8.11. Strive to ensure that staff, families and other professionals work together effectively to achieve best practice and maximise achievement for deaf learners. Know when and how to act if it becomes apparent that this is not being accomplished

### ***Advising others***

#### ***Skills***

- 8.12. Raise awareness of deafness among peers, teachers and other adults working with deaf learners and model best practice
- 8.13. Make well-founded appraisals of situations upon which they are asked to advise, applying high-level skills of observation, analysis and evaluation
- 8.14. Observe and analyse the practice of others working with deaf learners, recognise strengths and areas for improvement, and provide sensitive and constructive feedback
- 8.15. Provide professional direction to colleagues, support staff and parents/carers to improve their practice in working with deaf learners through, for example, advice, training or coaching
- 8.16. Advise on assessing baseline performance and the use of assessment, identifying strengths as well as needs, so that any progress resulting from special provision can be determined
- 8.17. Advise on the use and effectiveness of specialised techniques, equipment, materials and programmes
- 8.18. Work collaboratively with the specialist contributions of other colleagues, teaching assistants, the wider school workforce, therapists and other professionals to ensure maximum benefit of the collective knowledge for the deaf child
- 8.19. Be part of, or work closely with, leadership teams, taking a lead in developing, implementing and evaluating policies and practices that contribute to the achievement, inclusion and well-being of deaf learners so they may become part of a community



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Teaching & Leadership

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