



BATOD Position statement on study leave for employees completing the mandatory qualification to become a Qualified Teacher of Deaf Children and Young People (QToD)

The British Association of Teachers of Deaf Children and Young People (BATOD) is the UK's only professional association dedicated to Qualified Teachers of Deaf Children and Young People (QToDs).

The Association advocates for the interests of QToDs and the deaf¹ babies, children, and young people they support, engaging with governments and key agencies at national and regional levels. BATOD provides ongoing professional support through continuing professional development (CPD) opportunities, as well as national and regional meetings. These initiatives ensure members have access to current information, resources, and best practice guidance.

A key constitutional aim of the Association is “To encourage and assist in the training of Teachers of Deaf Children and Young People including mandatory qualification training and post-qualification continuing professional development”.

BATOD recognises that employers have the responsibility to ensure funding, and release time for professional development is allocated as fairly and as effectively as possible within their establishment's guidance. The level of funding allocated should reflect the level of the training and the specialist competencies required for the mandatory qualification for ToDs.

The QToD role is unlike a subject teacher role. A QToD is an experienced teacher with an additional mandatory qualification (MQ) related to childhood deafness, who has the skills, knowledge, and expertise required to provide quality support to deaf babies, children, and young people from newborns to adulthood², and their families, which is provided in the home and in educational settings (mainstream and specialist provisions). Therefore, BATOD advocates a flexible approach.

Universities often offer guidance on the study input required for the course.

¹ Throughout this document, the term 'deaf' covers the full range of deafness to be found in the population.

² 0–25 England, 0–18 Northern Ireland, Scotland, and Wales.



BATOD feels strongly that throughout the study it is vital that the students maintain good mental health and wellbeing, and a work/life balance. BATOD continues to strongly recommend employers recognise the academic demands of the master's Level 7 (England)/master's Level 11 (Scotland) mandatory qualification and associated support required for teachers to obtain the MQ, in line with the respective university recommendation. Although individual course providers may vary slightly, the recommendation is one day per week. BATOD supports strongly about this recommendation. BATOD recognises that the operational implementation of study leave will be determined internally through dialogue with the employer and employee and may take into account considerations relating to time in lieu for related training outside of working hours.

The study leave enables students to:

- Experience a range of settings (eg audiology clinics)
- Observe professionals working with deaf children and young people across all ages and different contexts
- Fulfil assignment requirements within deadlines, including broader academic input
- Participate in related CPD
- Prepare for teaching placements.

In addition, some students will have to complete the British Sign Language (BSL) (Signature) Level 1)/(Scottish Credit and Qualifications Framework (SCQF)) level at the point of gaining the MQ.

This publication was created by BATOD National Executive Council (NEC) in partnership with the five MQ course providers:

[The University of Birmingham](#)

[The University of Edinburgh](#)

[The University of Leeds](#)

[Mary Hare courses in partnership with Liverpool John Moore University](#)

[The University of Manchester](#)

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BATOD NEC welcomes feedback on the publication. Contact BATOD National Executive Officer, Teresa Quail, via exec@batod.org.uk

Other BATOD documentation can be found on the BATOD website – [BATOD papers: policies and statements](#).

Employment rights

England: [Training and study at work: Your rights](#)

Northern Ireland: [Employment Rights \(Time off for Study or Training\) Order \(NI\) 1998](#)

Scotland: [The Right to Time Off for Study or Training \(Scotland\) Regulations 1999](#)

Wales: [Section 63D of the Employment Rights Act 1996](#)