



Our mission is: 'Realising potential, transforming lives'

JOB DESCRIPTION

Job Title: Deaf Education Instructor

Responsible to: Learning Support Officer

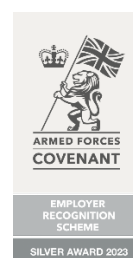
Accountable to: Learning Support Manager

Job purpose

We are looking to appoint a passionate and inspiring Deaf Education Instructor to join our inclusive and supportive college community. The role is vital in the development of BSL (British Sign Language) within the college, promoting deaf awareness and culture. A Deaf Education Instructor will support students to build a positive self-identity and support them towards preparation for adulthood.

Key responsibilities

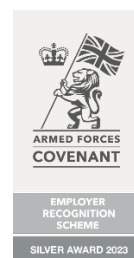
- Commitment to working with deaf young people within a mainstream post-16 setting.
- Assess the needs of students and use detailed knowledge of deafness and British Sign Language (BSL) skills to support student's learning and assist with the development and implementation of Learning Support Plans.
- To work alongside other professionals, such as Teachers of the Deaf, Curriculum Teachers and Communication Support Workers. This will include working with the teacher in lesson planning, evaluating, and adjusting lessons/work plans as appropriate.



- Determine the need for, prepare and maintain general and specialist equipment and resources.
- Promote the independence of students in education, in readiness for employment and higher education and preparing for adulthood.
- Participate in training activities to upskill, maintain and develop skills required to support students.
- Plan and deliver British Sign Language Level 1 and Level 2 to staff in college.
- Liaise with colleagues, parents/carers and outside agencies and attend meetings and reviews as required.
- Contribute to the development and implementation of individual learning support plans.
- Maintain effective records, documents and reports on students ongoing progression.
- Provide feedback regarding student progress to relevant parties.
- Contribute to feedback monitoring progress for students with Education, Health and Care plans.
- Contribute to the development of services as required.
- Represent the College at internal and external events as and when required.
- To undertake any other duties and responsibilities and/or special projects commensurate with the grade of post, properly directed by the line manager.

Professional Standards

- Exemplify behaviours which drive behaviour in-line with professional standards.
- Maintain up-to-date knowledge of developments and best practice in your area to provide sound professional advice to the staff.
- Actively participate in professional development and training activities, developing your own personal networks and reflecting on your own performance.



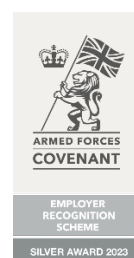
- Be a role model of excellence and professionalism for all students.

Responsibilities common to all Staff

- To establish, maintain and develop professional working relationships with colleagues.
- Follow all agreed Quality Assurance Mechanisms operating within the College and contribute generally to the establishment and development of a quality provision/service.
- The College operates a Performance Management Review Scheme through which objectives and development plans are agreed. All staff are required to participate in the scheme and, with their manager, are jointly responsible for the completion of agreed actions.
- The College is keen to ensure the health and safety of students, staff and visitors. All staff are responsible for complying with the Health and Safety at Work Act 1974 and ensuring no-one is affected by individual acts or omissions.
- The College aims to be a place in which people can work and study free from discrimination. All staff and students are required to comply with the College's Single Equality Scheme.
- To contribute to the College's Mission, Values and British Values.
- To be aware of, and responsive to the changing nature of the College and adopt a flexible and proactive approach to work.
- All employees are required as part of their duties to accept responsibility for safeguarding, Prevent and promoting the welfare of children and vulnerable adults.
- To operate sustainably, ethically and responsibly, and to take action to increase efficiency and reduce consumption and waste

Review Arrangements

- This job description is not a rigid specification but identifies main responsibilities, which will be amended in the light of organisational need and in discussion with the postholder.



Working at the College

- Our environment is inclusive, friendly and supportive, with high expectations for both staff and students. To thrive in our environment, you will need to be resilient, positive, able to work autonomously, have a strong work ethic, and put our students at the heart of everything you do.

Our College values are:

- **We put our students and customers first** - prioritising students and their learning and progress, realising their potential, delighting our customers
- **We recognise that people are our greatest asset** – recruit and retain the most talented staff, investing in them to fulfil their potential, creating a wealth of opportunities for personal development and progression, creating a culture of co-prosperity, rewarding them for the work they do
- **We pursue excellence in all we do** - a passion for high quality education, training and skills solutions, holding ourselves to the highest possible standards, meeting (and exceeding) targets, making improvements, valuing creativity, supporting digital innovation and pedagogy
- **We embrace change** - looking forward to the future, embracing new technologies, anticipating and responding to ongoing economic and social needs and demands, maintaining a growth mind-set, exploring new routes to partnership, collaboration and growth
- **We collaborate and work in partnership with others** - actively seeking opportunities to work with others in the best interests of the college community and key stakeholders.
- **We operate sustainably, ethically and responsibly** - taking action to achieve net zero carbon targets, acting with integrity, with high levels of accountability and complete transparency, treating others fairly and with respect, communicating clearly, concisely and openly.
- **We are guided by the principles of sound financial stewardship and operational efficiency** - ever-mindful of an increasingly risk-laden operational environment, the need for broader sensitivity analysis in budgeting and forecasting and the importance of mitigating risks that could affect the college's solvency.



PERSON SPECIFICATION

Qualifications

Essential:

- Possess a Level 3 qualification and 5 GCSEs (grade A-C) including English Language and Mathematics.
- Native British Sign Language (BSL) user or qualified to Level 6 BSL or above.

Desirable:

- Hold a First Aid qualification.
- Hold a Full Driving Licence.
- Teaching / Learning Support / Teaching Assistant qualification.

Experience and knowledge

Essential:

- Demonstrate an understanding of the concept of Inclusive Learning.
- Experience of working with deaf children/young people.
- A good understanding of the needs of deaf students, the impact on learning and the support required to ensure they make progress.
- An ability to develop and adapt materials and resources.
- Able to contribute to and identify the most appropriate strategies to support and meet the deaf student's needs.
- An awareness and understanding of deaf culture.

Desirable:

- Proven experience of working as part of a team.
- Experience of working with post-16 students.
- Experience teaching BSL Level 1 & Level 2

Skills and abilities

- Ability to support students in an educational setting.
- Demonstrate good communication and diplomacy skills.
- Demonstrate a good level of IT skills.



- Ability to construct written reports, documents and produce individual support plans to a high standard.
- To contribute to and maintain College values.
- Must demonstrate suitability to work with children and vulnerable adults.

Updated July 2025

