

JOB DESCRIPTION

Job Title:	Communication Support Specialist (BSL)
School:	Drapers Mills Primary Academy
Location:	St Peter's Footpath, Margate, CT9 2SP
Reporting To:	Headteacher
Key Internal Relationships:	SLT, Teaching and Support Staff, Trust HQ, and other TKAT schools

Our Commitment

Be Who You Are at TKAT - This Job Description represents the role as we see it in its entirety. We do not expect candidates to have in-depth experience of every element of an application, but we do expect to provide you with the support and flexibility you need to get there and to enable you to do it your way. We want to demonstrate to our children and young people what a good, inclusive employer looks like in order to inspire them to be whoever they want to be.

Safeguarding - TKAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process, including an enhanced disclosure and barring service check.

Equal Opportunities - TKAT is committed to equality of opportunity. We welcome applications from all suitable candidates, regardless of any protected characteristic for example race, gender, sexual orientation, disability or age. All applications are treated on merit. This includes applications from individuals wishing to work full time, part-time or on a flexible basis.

Job Purpose

- Work inline with the school ethos and the trusts' vision.
- To provide specialised learning and care support for a pupil with hearing impairment, ensuring their ambition is never limited by communication barriers.

Duties and Responsibilities

Teaching, Learning, and Inclusion

- Facilitate Learning: Use your talent in British Sign Language (BSL) to interpret the curriculum and modify classroom language in real-time.
- Access & Independence: Support the pupil's access to the learning environment, fostering independence to facilitate full inclusion into school life.
- EHCP Delivery: Assist with the development and delivery of individual education and support plans to achieve objectives on Education Health and Care Plans (EHCP).
- Social Enrichment: Help the pupil develop communication, language, and social skills to foster relationships with their peer group.
- Role Modeling: Establish productive working relationships with pupils, acting as a role model and

setting high expectations for engagement

Planning and Collaboration

- Assessment: Support the monitoring, recording, and reporting of pupil performance and progress.
- Preparation: Read and understand lesson plans prior to sessions and prepare the classroom environment accordingly.
- Community Partnership: Communicate effectively with parents, carers, and external education or health professionals under the direction of the class teacher.

Professional development

- Take part in the appraisal and professional development of others, where appropriate.

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school/trust.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside the trust.
- Have proper and professional regard for the ethos, policies and practices of the trust, and maintain high standards of attendance and punctuality.
- Understand and act within the statutory frameworks setting out professional duties and responsibilities.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Communication Support Specialist (BSL) will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Headteacher or line manager. This job description may be amended at any time in consultation with the postholder.

PERSON SPECIFICATION

Selection Criteria	Essential (E) or Desirable (D)	Assessed By
Qualifications, Training and CPD		
GCSE English and Maths at Grade 4 (C) or equivalent.	E	Application & Interview
Qualified in British Sign Language (BSL) Level 1 or above (or willingness to complete).	E	Application & Interview
First-aid training	D	Application & Interview
Knowledge, Skills and Attributes		
Recent experience working with children with SEN in an educational context	E	Application & Interview
Ability to moderate language (sign, speech, and written) to meet various communication styles	E	Application & Interview
Experience specifically with hearing-impaired children and understanding the impact on learning	D	Application & Interview
Sound understanding of child development and educational needs	E	Application & Interview
Strong ICT skills, particularly in using technology to support learning.	E	Application & Interview
Knowledge of how to adapt support to meet individual student needs.	E	Application & Interview
Personal Qualities		
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school and the trust.	E	Application & Interview
Resilient, passionate, and committed to our mission, ensuring every child, whatever their background, receives a high quality education.	E	Application & Interview
A positive outlook, integrity, flexibility and energy to persevere and succeed.	E	Application & Interview
Ability to work under pressure and prioritise effectively.	E	Application & Interview
Commitment to maintaining confidentiality at all times.	E	Application & Interview
Good communication skills – written and verbal.	E	Application & Interview