

# Principal Teacher of the Deaf

## Job Description & Person Specification –

A summary of the role responsibilities and person specification

### Why Our Trust?

#### Terms and conditions

**Post** – Principal Teacher of the Deaf West of England Hearing Implant Programme (WEHIP)

**Division** – Women's and Children's

**Department** – West of England Hearing Implant Programme (WEHIP)

**Band** – 8a

**Salary** - £50,952 -£57,349

**Location** – St Michael's Hospital

**Annual leave** – Up to 33 days dependant on NHS Service

**Pension** - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: [www.nhsbsa.nhs.uk/pensions](http://www.nhsbsa.nhs.uk/pensions)

#### Job Purpose

We are a regional specialist service caring for severely hearing impaired children and adults across the South West of England. We're looking for an experienced, enthusiastic qualified Teacher of the Deaf to provide specialised skills within the Hearing Implant multidisciplinary team. The post holder will provide highly specialist clinical & managerial leadership for the WEHIP Teacher of the Deaf Team. Using their experience and knowledge of practices and procedures in working with deaf babies, children and adolescents, the post holder will manage the support provided to these patients, carers and educational settings in their assessment and care pre and post implantation.

The post holder will be based at St Michaels Hospital, Bristol but as regional service support is delivered across the South West. The post is full time, working days Monday-Friday.

We are a small, very friendly and supportive team who are passionate about our quality of service.

#### About us

**Our mission** is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

#### What you'll love about working here

**UHBW has been rated by the CQC as 'Good'** - Our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

**A digital exemplar**- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

**Sustainable healthcare** - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

**Access to further opportunities with the Trust** - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

#### Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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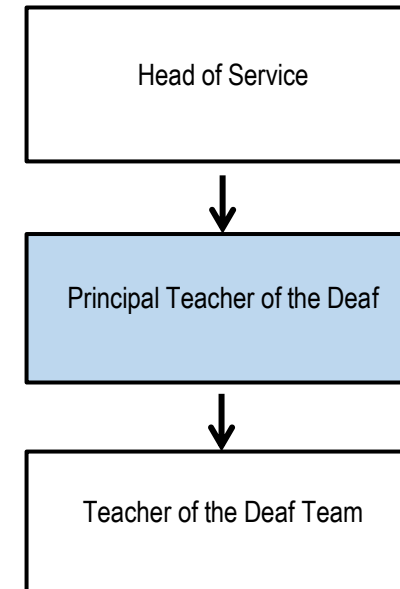
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### Main Duties and Responsibilities

- To work in collaboration with the Head of Service, Principal Speech & Language Therapist and Clinical Psychologist.
- To be professionally responsible for the provision of a high quality service that is appropriate and consistent for complex clinical caseloads and to ensure that relevant Quality Standards and National Specifications are achieved.
- To lead and line manage the team of implant Teacher of the Deaf professionals, providing expert clinical supervision, training and development to ensure a high standard of up to date specialist knowledge and service delivery is maintained.
- To co-ordinate Teacher of the Deaf staff activity, recruitment and outreach timetables to maintain appropriate levels of service both at St Michael's Hospital and across the region.
- To monitor team skillset and mentor, train and develop.
- To liaise with professionals from local services across the South West including Teachers of the Deaf, Speech & Language Therapists, Clinical Psychologists, audiologists, administrative colleagues, GPs, HVs, ENT, Paediatricians, Early Years Practitioners and Social Services.
- To provide expert advice, information and guidance to both the ToD team, all service users, families, referral agents and local professionals on a comprehensive range of assessments, interpretation, management, equipment and performance for babies and children who are being assessed for, or who have received, hearing implants.
- To participate in regular ENT Consultant outpatient multi-disciplinary team (MDT) hearing implant clinics.
- To contribute to Hearing Implant Business meetings, Paediatric Clinical meetings, Teacher of the Deaf team meetings and Trust Allied Health Professional meetings.
- To chair regular rehabilitation and whole team MDT team meetings, clearly documenting and disseminating information.
- To liaise with equipment manufacturers and technical support services both in house and external.
- To attend regular meetings with National Hearing Implant Programme Rehabilitation teams maintaining close liaison with them over professional matters and developments in the field of hearing implants.

### Organisational Structure



### Key Relationships

Relationships within the multi-disciplinary team, patients / carers/ local Teacher of the Deaf, speech & language therapists across the southwest region as well as the Cochlear Implant manufacturers associated with WEHIP.

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- To lead, advise and carry out advanced and comprehensive assessment and management of listening and communication for referrals of babies, children and young people with a range of developmental levels, including cases with additional multiple disabilities and/or complex needs.
- To analyse/interpret, explain and report assessment results providing specialist advice and recommendations about possible future treatment options to families and local professionals in an accurate, sensitive and supportive manner.
- To monitor and appraise outcomes following implantation using both objective and observational assessments comparing these measures against expected progress, research and National Guidelines.
- To produce comprehensive rehabilitation reports for timely distribution to the patient's carers, referral agents and multi-disciplinary local professionals.
- Involvement in patient/family and local professional support activities including organisation and delivery of group meetings, training events, accessory workshops and social outings.
- To keep abreast of new specialist test techniques related to Hearing Implants and introduce, implement and review where appropriate, into clinical practice.
- To work independently, without direct supervision, maintaining accountability for own professional actions, within professional guidelines and department protocols.
- To attend annual appraisals with the Head of Service and complete annual appraisals for the Teacher of the Deaf Team.
- To work in collaboration with the Head of Service and team leaders to co-ordinate plan and support the paediatric service as required.
- To maintain an expert level of up to date knowledge and skills with technological developments in the field of hearing implants, deaf education and related areas, by participating in regional, national and international conferences and courses. To disseminate this knowledge within the team.
- Assist with raising awareness and the profile of the West of England Hearing Implant Programme.
- To undertake teaching, training and advice as requested for different professionals, referral centres, agencies and others as required, across the South West region.
- To evaluate the work of the department/programme in selected areas and report the findings of the evaluation or audit to ensure that practice is as evidence based as possible.
- Participate in research in collaboration with other NHS and University departments and relevant commercial companies, preparing papers for presentation and publication in journals, conferences and other media.
- To identify and highlight areas of the service which need developing and to make recommendations for future plans for the service.
- To deputise for Head of Service as required.
- To meet regularly with Head of Service, providing information as required on patient management, activity levels and other pertinent statistics or service delivery and improvements.
- To promote multidisciplinary working throughout all aspects of the paediatric hearing implant service, maintaining effective communication within with team
- To remain compliant with UHBW statutory and mandatory training.
- To maintain confidentiality and discretion at all times in line with the terms of the Data Protection Act and local Trust policies
- To use the Hearing Implant Patient Management System and Database (Auditbase) effectively producing information for clinical care and audit as needed. To record all clinical information on the Trust electronic record (Evolve) ensuring that there is a complete record of clinical activity.

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**Personal Profile** - (E) = Essential (D) = Desirable

### Knowledge and Experience

- Significant experience of teaching deaf children across the age range in a variety of settings – E
- Experience of training other professionals using well developed presentation skills – E
- Knowledge of child development and language acquisition - E
- Experience of working with cochlear implanted patients – E
- Experience working with/supporting deaf babies and their carers– D
- Experience of managing complex, non-routine cases, results analysis and advising treatment – D
- Evidence of service development and/or research – D
- Experience of working effectively as part of a professional team – D
- Experience of Team leadership or managerial responsibility -D

### Skills and Abilities

- Excellent written, oral and interpersonal skills – E
- Excellent organisational and time management skills. Ability to work efficiently and flexibly under pressure – E
- Competent in the use of information technology – E
- Ability to work with high level of autonomy to assess, monitor and advise patients, families and professionals - E
- Has full driving licence and access to a car - E
- Apply up to date knowledge and analytical skills to all aspects of work -D
- Ability to manage the travelling requirements of the post which may include some overnight stays - D

### Aptitudes

- Skills demonstrating integrity, empathy, effective communication and problem solving. - E
- Excellent inter-personal and communication skills to include the ability to communicate with both professionals and patients and carers – E
- Ability to share complex information in a sensitive, professional manner – E
- Ability to liaise, advise and support local professionals - E
- Able to prioritise the workload - E

### Qualifications and Training

- To be a qualified teacher - E
- To be a qualified Teacher of the Deaf – E
- To have an Educational Audiology qualification - D
- To possess a signing qualification - D
- To have counselling experience - D
- Evidence of ongoing CPD -D

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### Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

### Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

### Workplace health and wellbeing

The Trust Workplace Wellbeing Framework encourages all colleagues to look after their own wellbeing as well as supporting the wellbeing of colleagues. Line managers will oversee the wellbeing of their team, making wellbeing a priority when considering ways of working and will undertake regular health and wellbeing conversations that are supportive, coaching-style one-to-one discussions focused on building team resilience. To assist this, the Trust offers comprehensive wellbeing provision for employees, students, volunteers and managers.

### Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

### Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

### Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.