

Heathlands School, St Albans

Required for November 2026 or January 2027

Primary Teacher of Deaf Children

Salary Range: MPS, fringe allowance and SEN points, dependant on qualifications. This is a full time permanent position. *Discounted accommodation onsite is available if required.*

Due to increasing numbers, we are looking for an enthusiastic, flexible and committed teacher to join a well-established and expanding team. The successful candidate will be based in a lower school class teaching a small group of children.

We are looking for an enthusiastic, flexible and committed teacher to join a well-established team and expanding team. The successful candidate will be able to teach across the curriculum at Primary KS1/2 and have a strong knowledge and understanding of language development in Deaf children.

Qualified teachers of the deaf, or those with such aspirations, are invited to apply. Knowledge and skills in British Sign Language, or a commitment to work towards minimum BSL3, is essential.

We are looking for a teacher in primary who also has

- interest in language development and early years
- SEN experience
- an understanding of how deaf children develop English through reading and writing
- knowledge of British Sign Language or a commitment to work towards minimum BSL3

Benefits include:

- Working within a dynamic and highly successful school team
- Fully funded courses to learn British Sign Language
- Full training provided to become a Qualified Teacher of the Deaf
- Regular funded CPD opportunities
- SEN points
- Laptops for all teachers
- Access to staff support service including online GP and many more perks
- Breakfast provided
- School lunch free and bookable Monday-Friday
- Free onsite parking
- Great school community

Heathlands is committed to safeguarding pupils and this post will require an enhanced DBS check.

Your Application Form and Person Specification Form should be returned to:

The Co-Headteachers, Heathlands School, Heathlands Drive, St Albans AL3 5AY.

Email: head@heathlands.herts.sch.uk

For an informal discussion please telephone the school office on 01727 807807 to speak to a Co-Headteacher or contact the school by email to arrange a facetime discussion.

Closing date: Tuesday 29 September 2026 at 12 noon

Interviews: tbc

Heathlands School

Job Description

Post:	Primary Teacher
Salary:	MPS + SEN points
Purpose of the Job:	To teach pupils within the school and to carry out such other associated duties as are reasonably assigned by the Co-Headteachers.

Applicable Contract Terms and Duties:

This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the title and salary grade. The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales and to locally agreed conditions of employment. Copies of the relevant documents are available at the school.

Accountabilities:

The post holder is accountable to the Co-Headteachers for their teaching duties and responsibilities. The Line Manager will be the Assistant Head Teacher for Lower School. The Line Management system must be followed. The post holder is responsible for the supervision of the work of any classroom support staff they may have. The post holder is accountable for the education and welfare of children in accordance with the national conditions of service and the quality of learning and achievement of all pupils in the class in accordance with the school policies.

Responsibilities:

The particular responsibilities attached to the post of class teacher are as follows:-

- To teach, according to their educational needs, pupils assigned to them.
- To set targets for pupil achievement and monitor / evaluate progress.
- To be accountable for the progress of pupils taught
- To follow the guidelines for lesson plans and student assessment and reporting as outlined in the school's documentation and to submit all such information to management on a regular basis.
- To monitor and report to parents on the progress of pupils in the allocated classes.
- To offer pastoral support and assist with pupils' emotional and social development on a daily basis.
- To act in accordance with the SEN policy, the Code of Practice

- To aim for the highest standards of sign language communication and comply with the Communication Policy of the School.
- To work collaboratively with colleagues on development of the curriculum, leading/ sharing good practice in particular areas of strength.
- To maintain discipline in accordance with the rules and behaviour policy of the school.
- To contribute to meetings, discussions and management systems necessary to co-ordinate the work of the school as a whole.
- To ensure the implementation of the school's Equal Opportunities Policy.
- To enhance classroom practice through the planning and delivery of enrichment opportunities

Benefits:

- Working within a dynamic and highly successful school team
- Fully funded courses to learn British Sign Language
- Full training provided to become a Qualified Teacher of the Deaf
- Regular funded CPD opportunities
- SEN points mean increased salary
- Laptops for all teachers
- Access to staff support including online GP and many more perks
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Entitlements:

- Appraisal in line with the school's policy
- Training and development within the school's INSET programme.
- Appropriate professional support from the Senior Leadership Team.
- To be consulted before any change is made to this job description.

Knowledge, Experience and Training:

- Qualification and/or experience in the teaching of Deaf children.
- Qualification and experience in teaching within EYFS/KS1/KS2.
- British Sign Language user or a commitment to achieve minimum BSL Level 3.
- Effective communicator including high levels of written English
- Good interpersonal skills; the ability to work in a team, be flexible and liaise effectively with others
- Pro-activity in curriculum development work
- Knowledge of wider enrichment opportunities and proven use of these
- Ability to think flexibly and solve problems