

The Harmony Trust

JOB DESCRIPTION

Job title: Lead Speech & Language Therapist

Working pattern: 36:40 per week (Full Year)

Salary range: Grade 10 (£48,474 - £51,515) [Equivalent to NHS Band 7]

Responsible to: Trust Leader for Special Educational Needs and / or The Director of Education

Core Purpose of the post:

To meet the requirements the Lead Speech & Language Therapist as directed by the Trust Leader for SEND and as part of The Harmony Trust Inclusion Service. To be an enabler in the application of the Harmony Trust Inclusion Policy and the Special Educational Needs Policy. To support the Trust in delivering services beyond the trust including Professional Development Programmes and supporting partner schools.

Key areas of responsibility:

1. To uphold the inclusive ethos, values and aims of the Trust.
2. To contribute to and follow the agreed policies, frameworks and Strategic Plan of the Trust.
3. To support the strategic direction of the Inclusion Service in providing excellent provision and meeting the needs of all pupils.
4. To actively lead and be responsible for the Communication Framework for the Trust directly leading and engaging with the Language Champion in each academy
5. To work as a member of a team, role modelling as a leader, contributing positively to effective working relationships within the academies.
6. To engage actively in appraisal and Professional Development.
7. To comply with the Trust Health and Safety policy and undertake appropriate risk assessments.
8. To develop and deliver an effective programme of CPD for others including programmes that can be delivered across local partnerships.
9. To work collaboratively both inside and outside of the organisation to maximise opportunities to develop skills and practice and support income generation.
10. Lead and be responsible for the delivery, co-ordination across the Trust as well as maximising opportunities to deliver training and support externally.

Support for pupils:

1. Use specialist knowledge to support pupils' learning including Communication Friendly environments and specialist support for those pupils with complex SEND being educated within our 'Inclusion Hubs.'
2. Establish constructive, professional relationships with pupils, families, staff and other professionals in order to support pupils' learning.
3. Be able to assess pupils and develop individual learning targets in liaison with teaching staff.
4. Lead the development of 1:1 speech, language and communication programmes, group work and whole academy provision.
5. Support pupils through transitions within the academies and to / from the academies by advising and supporting transition plans.
6. Attend relevant multi-disciplinary meetings as required.

7. Contribute to the construction of Education Health and Care Plans by providing professional advice.

Support for staff:

1. Take a lead role in the planning and development of Speech, language and communication across the curriculum.
2. Be able to analyse records, information and data around pupil progress, attitude and participation, producing strategic reports as required.
3. Deliver Professional Development for staff as required / identified to develop their practice in relation to language and communication and to effectively deliver suggested programmes.

Support for the curriculum:

1. Provide specialist advice and guidance to staff and parents as required, delivering training and hosting workshops as necessary.
2. Develop a comprehensive SALT development plan that aligns with the priorities of the Trust Strategic Plan and the Inclusion Service Action Plan.

Support for the academies:

1. Attend and participate in regular inclusion team meetings as directed
2. Participate in training and other related activities as required.
3. Agree to undertake any other duties which may be reasonably required or construed as forming part of the remit of this post.

Support for The Harmony Trust:

1. Be a member of the Development Team, providing effective CPD to colleagues within the Trust.
2. Lead aspects of the Trusts external CPD offer working alongside the Director of Education to develop CPD Programmes.
3. Deliver CPD programmes and provide support and guidance to schools outside the Trust as part of our partnerships and growth strategy.
4. Make effective links with external agencies and work collaboratively with NHS SALT and wider services.
5. Evaluate the impact of the SALT Provision and be accountable for its success.

General requirements:

Safeguarding

- To have due regard for safeguarding and promoting the welfare of children, ensuring robust policies, procedures and practices are in place to safeguard children in all academies in line with current legislation.
- An enhanced DBS on the successful candidate will be undertaken for this role.
- Be aware of and implement The Harmony trust's Equality policy.

Data Protection

- To ensure that all responsibilities under Data Protection Act (1984) or in the future General Data Protection Regulations 2018, for the security, accuracy and significance of personal data held on paper or electronic systems, are complied with. Health & Safety
- To manage and organise accommodation efficiently and effectively to ensure that all school buildings meet both needs and Health & Safety regulations.
- To ensure compliance with the Health and Safety at Work Act (1974) and schools' Health and Safety policies in all both premises and sites

PERSON SPECIFICATION

*Information for applicants: when completing the application form please remember that you are only required to supply relevant evidence to satisfy the emboldened criteria below.

AF: Application Form, I: Interview

	Criteria	Essential (E) / Desirable (D)	How assessed
Education & Qualifications	Full HCPC and RCSLT membership	E	AF
	Degree of diploma already passed and certified	E	AF
	Post-graduation training relevant to the post	D	
Clinical experience	2 years post-graduation experience of employment as an S< (with a minimum of 1 year in school-based settings)	E	AF
	Experience of delivering S< assessment and intervention to Key Stages 1 and 2.	E	AF
	Experience of effective multi-disciplinary working.	E	AF
Other	Ability to engage and maintain engagement with children.	E	AF / I
	Well-developed analytical and problem-solving skills.	D	AF / I
	Knowledge of the principals and implementation of clinical governance.	E	AF / I
	Evidence of independent and creative therapy planning and delivery.	D	AF / I
	Well-developed presentation skills – both verbal and written.	E	AF / I
	Experience of working effectively in a multi-disciplinary team	E	AF / I
	Knowledge of the UK education system	E	AF / I
	Evidence of pro-active CPD	E	AF / I
	Effective reflected clinical practice	D	AF / I
	Good attendance record	E	AF / I
Work circumstances	Requirement to work flexibly to meet the demands of the post including some evening and weekend work.	E	
	An enhanced Disclosure and Barring check is required.	E	
	Full clean driving licence (Casual car allowance is payable with the appropriate insurance cover for business use).	D	

N.B. – Any candidate with a disability who meets the essential criteria will be guaranteed an interview.