

## JOB DESCRIPTION

---

<b>JOB TITLE:</b>	Senior Speech & Language Therapist
<b>RESPONSIBLE TO:</b>	School Improvement Partner for SEND
<b>LOCATION:</b>	Central Team
<b>SALARY GRADE:</b>	KR 10
<b>HOURS:</b>	32.5 hours

---

**PURPOSE OF THE POST:**

To lead the provision for Speech & Language Therapy across The Golden Thread Alliance.

### MAIN ROLES AND RESPONSIBILITIES

**Key Duties and responsibilities**

- To provide Speech and Language therapy for students attending The Golden Thread through specialist, targeted and universal approaches as appropriate.
- Create, implement & monitor systems for SALT across the Trust.
- Work with the parents, carers and school-based staff to provide advice and support.
- Work with the School Improvement Partner for SEND to develop the service in line with the needs of the children and trust wide priorities.
- Provide specialist assessment, diagnosis, treatment and advice to children with communication and/or swallowing difficulties.
- Manage the caseload across the Trust.
- Attend GIFT meetings to offer advice to SENDCos and allocate SALT provision.
- Support & develop SALT assistants and trainee colleagues to develop and grow the team.

	<ul style="list-style-type: none"> <li>• To plan &amp; deliver training for staff across The Golden Thread Alliance to increase their knowledge &amp; skills in relation to speech &amp; language.</li> </ul>
<p><b>General</b></p>	<ul style="list-style-type: none"> <li>• Be aware of and comply with all policies and procedures relating to child protection, health and safety, security and confidentiality, reporting all concerns to an appropriate person to ensure pupils' wellbeing.</li> <li>• Support the safeguarding the welfare of children and young people within the school.</li> <li>• Be aware of and support difference and ensure equal opportunities for all.</li> <li>• Contribute to the overall ethos / aims of the school and appreciate and support the role of colleagues and other professionals to enable the school to fulfil its development plans.</li> <li>• Participate in training and other learning activities and performance development as required. Share good practice with colleagues, receive support from others in areas of development.</li> <li>• To fulfil any other duties as required by the School Improvement Lead for SEND with the agreement of the post holder.</li> </ul>
<p><b>Data Protection Responsibilities</b></p>	<ul style="list-style-type: none"> <li>• Maintain the security and confidentiality of student, staff, and school data by adhering to the school's data protection policies.</li> <li>• Process, store, and share data in accordance with the UK GDPR and Data Protection Act 2018.</li> <li>• Support the DPO in maintaining data protection compliance by reporting any breaches, potential breaches, or subject access requests (SARs).</li> <li>• Support the processing of subject access requests (SARs).</li> <li>• Attend data protection training as required.</li> <li>•</li> </ul>

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. The job description will be reviewed from time to time to reflect the changes needs and circumstances of the school. Such reviews and any consequential changes will be carried out in consultation with the post holder.

*The Golden Thread Alliance is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. The duties above are neither exclusive, nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.*

Postholder's signature:

Postholder's name:

Date:

#### PERSON SPECIFICATION

CRITERIA	QUALITIES	Essential/ Desired
<b>Qualifications</b>	• Degree or Graduate Diploma in Speech and Language Therapy	E
	• HCPC registration – licence to practice	E
	• Additional post-graduate training relevant to the post e.g. dysphagia management, basic counselling skills	D
	• Registered member of the Royal College of Speech and Language Therapists	D
	• Membership of relevant Clinical Excellence Networks (CENs)	D

<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Well established knowledge of assessment tools relevant to working with children.</li> <li>• The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.</li> <li>• Established skills in the assessment and treatment of communication and swallowing problems.</li> <li>• Well established knowledge of a range of appropriate therapeutic interventions relevant to working with children.</li> <li>• Understanding of alternative and augmentative means of communication.</li> <li>• Knowledge of main national policies and procedures for children work.</li> <li>• Excellent interpersonal skills—including observation, listening and empathy.</li> <li>• Experience of working with children with acquired communication difficulties and swallowing difficulties.</li> <li>• Experience leading training for colleagues.</li> <li>• Experience of working with parents &amp; carers.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p>
<p><b>Other skills and abilities</b></p>	<ul style="list-style-type: none"> <li>• Negotiation and problem-solving skills.</li> <li>• Good presentation skills, both written and verbal.</li> <li>• Good organisational skills.</li> <li>• Able to work as a team member.</li> <li>• I.T skills e.g. Keyboard and word processing skills</li> <li>• Ability to travel to schools across the Trust as required.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>

Postholder's signature:

Postholder's name:

Date: