



Job Description

Job Title:	Specialist Speech & Language Therapist
Salary/Range:	Grade 4 £48,226.00 - £51,356.00 FTE (pay award pending)
Hours:	5 days per week Term Time Only
Base:	Culverhill School, Yate New Siblands School, Thornbury Two Bridges School, Alveston Pathways Learning Centre, Downend
Responsible to:	Therapies Manager
Direct Supervisory Responsibility for:	N/A
Important Functional Relationships: Internal/External	Lead S<, S< Assistant, staff, pupils, parents, other professionals

Expectations of the Postholder

- The environment is sometimes pressurised so flexibility, a calm approach and a “can-do” attitude are required to carry out the role effectively.
- To act with integrity and discretion at all times, maintaining the utmost confidentiality with regard to all reports, records and personal data and other information of a sensitive or confidential nature.
- Positive interactions with staff and students are an expectation.
- Direct supervision is limited so the ability to prioritise, use initiative, be proactive, organise one’s own workload, whilst maintaining high standards, is essential.
- The postholder must be proactive in keeping professional knowledge up to date and have a commitment to personal and professional development.
- It is crucial that all staff in Enable Trust adhere to and actively support School and Trust policies and attend any relevant school or trust training.

Job Purpose

Under the direction of the Therapies Manager, to work unsupervised with individual or groups of children at Enable Trust schools to deliver speech and language therapy programmes.

Key Responsibilities

- To deliver high quality therapeutic interventions either in 1:1 or in a small group.
- Develop plans and resources to support the speech and language programmes across the Trust.
- To work as part of the Speech and Language Therapy Team across Enable Trust and to attend regular SALT team meetings and other relevant meetings or events across the Trust as required.
- To liaise with school staff and other professionals and participate in the assessment of students with speech, language, communication and interactive difficulties in conjunction with the Speech and Language Therapist.
- To encourage the use of different Total Communication approaches within the school environment including signing, communication aids, AAC and visual support strategies.
- To support class teams in meeting the needs of students with speech, language and/or communication needs.
- To work collaboratively with school therapy staff to provide interventions and achieve the best possible outcomes for children.
- To feedback to school staff clearly using verbal and written communication as appropriate.
- Participate in the induction for new staff across the Trust, to develop staff expertise and knowledge.
- To develop and deliver training to school staff and families on communication strategies specialist and individualised interventions.

General

- Any other duties commensurate with the grade as appropriate.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
- The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post to meet the changing demands of Enable Trust.

Core Expectations

Staff should recognise that as the Trust develops, job roles may need to change focus and job descriptions will be reviewed accordingly. Staff need therefore to be flexible in their approach to accommodate the changing needs of the Trust and to participate fully in professional development which supports this.

Job Context

The post holder will work with the Lead Speech and Language Therapist to provide a range of therapeutic interventions to students with speech, language, communication and interaction needs across the school in Enable Trust.

Supervision

Directly reports to the Therapies Manager, with professional/clinical mentorship and support from the Lead Speech & Language Therapist

Problems and Decisions

Planning and prioritisation of work to meet deadlines, sometimes with limited access to on-site advice.

Working Environment

This is a school-based role. Any work required out of the school setting will only be undertaken with the prior approval of the Line Manager.

Equipment

Use of ICT facilities and general office equipment.

Special Notes or Conditions

The post-holder will be subject to an enhanced Disclosure & Barring Service check to satisfy child protection requirements. The post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and all convictions or cautions must be declared.

The post-holder has a responsibility to promote and safeguard the safety and welfare of children in accordance with the Trust's child protection and behaviour management policies.

The post holder has a responsibility for their own health and safety at work and that of others ensuring they have received adequate training for any activities they undertake as part of their job role.

Assistant Speech and Language Therapist Person Specification

	Essential	Desirable
Qualifications and Training		
Degree in Speech and Language Therapy (or equivalent qualification)	✓	
Registration with Health Care Professions Council	✓	
Membership of Royal College of Speech and Language Therapists, and evidence of own professional development	✓	
Evidence of continuing professional development relating to children and young peoples communication needs	✓	
Further relevant qualifications incl. dysphagia training		✓
Full understanding of the safeguarding requirements within schools and how staff promote the welfare of children	✓	
Experience and Knowledge		
A proven track record of recent successful work with a range of pupils with SEND, particularly those with autism and complex needs		✓
Recent and relevant multi-disciplinary and multi-agency team working		✓
To have a working knowledge of Total Communication e.g. Makaton, visuals	✓	
To have an understanding of the use of visual strategies, and symbol systems e.g. Communication Boards	✓	
To have good knowledge and understanding of (or a commitment to developing and understanding of) TEACCH approaches.		✓
To have an awareness of the sensory needs pupils may have.	✓	
Highly skilled in the selection and use of speech and language assessments including formal and informal assessments	✓	
An understanding of how students develop and learn differently and how to identify, adapt and apply appropriate strategies and interventions to engage students and achieve progression to reach their potential.	✓	
To be able to write detailed Speech and Language Therapy reports as required	✓	
Experience of evaluating Speech and Language interventions and monitoring effectiveness and outcomes	✓	
Knowledge of the SEND Code of Practice (2015)		✓
Personal Attributes and Skills		
Competent in the use of IT packages including Microsoft Outlook and Word.	✓	
Excellent communicator, both orally and written	✓	
To have good observation skills and to use the insight from observation to inform practice.	✓	
A self-motivated and creative practitioner with a positive attitude and	✓	

the ability to remain calm and work flexibly when under pressure.		
Strong and effective organisation and time management skills with the ability to work flexibly when required.	✓	
Ability to quickly build and sustain effective working relationships with a range of stakeholders, including parents, education staff, care staff, other therapists, Local authority officers, health professionals.	✓	