

## Job description

<b>Job Title:</b>	Specialist Speech and Language Therapist
<b>Salary Scale:</b>	SCP 27- 34
<b>Gross Salary:</b>	£31,346 - £37,890 (Equivalent band 6) £26,927-£32,549 (Actual term time salary)
<b>Hours of Work:</b>	1.0 Full time equivalent (term time 38 weeks + 1 week)
<b>Accountable To:</b>	The Principal
<b>Reports To:</b>	Assistant Principal (Responsible for Wellbeing SaLT and SEN)

Job Purpose
<ul style="list-style-type: none"> <li>To provide a fully comprehensive Speech and Language Therapy service to our ASC population at Lighthouse School.</li> <li></li> </ul>
Main duties
<ul style="list-style-type: none"> <li>To provide universal, targeted and specialist levels of support for our students.</li> <li>To provide a specialist level of service for our students in line with their needs</li> <li>Liaise with all staff, carers and relevant professionals</li> <li>To pursue and acquire on going knowledge and expertise for practice with above student group.</li> <li>To co-ordinate and manage the Speech and Language Therapist provision within Lighthouse School.</li> <li>To carry out assessment in line with EHCP review meetings.</li> <li>To provide clinical advice, interpretation and differential diagnosis on the above students groups, which includes an analysis of facts and a comparison of a range of options for appropriate intervention. This will then feed into the curriculum delivery re support on appropriate differentiation and running of small, timetabled groups</li> <li>To demonstrate specialist knowledge in the area of ASC, underpinned by theory and practical experience.</li> <li>To demonstrate clinical effectiveness by use of evidence-based practice, clear care plans and outcome measures. To run group-based intervention and 1 to 1 where required.</li> <li>To seek advice and support when necessary from more senior colleagues and external Professionals</li> <li>To manage an educational clinical caseload to the standards and guidelines set by the Speech and Language Therapy Service.</li> <li>To train others (carers, Education/Social Services' staff, other professionals) related to the assessment and management of above student groups.</li> </ul>

- To assist in the development of speech and language therapy assistants, students and volunteers, as required.
- To demonstrate and train carers and education staff on the implementation of communication programmes and universal approaches within the school, also support outreach when required.
- To be accountable for own professional action, to recognise own professional boundaries.
- To provide written and/or verbal reports that present clinical information that is accessible for carers and/or clients and other professional colleagues.
- To record personally generated clinical observations, and provide feedback for clients/carers / professionals and relevant others.
- To contribute to the EHCP process in line with school guidelines and the Code of Practice.
- To gather data accurately and regularly.
- To provide annual reports for the Governors re the SaLT provision.
- To participate in school based research projects by providing data as required.
- To ensure the safe carriage and storage of records and equipment, working within manual handling guidelines.
- To store all case notes electronically.
- To make appropriate clinical decisions, following assessment, with access to supervision.
- To define a differential diagnosis on assessment where required.
- To structure and deliver clear group plans based on best practice.
- To plan, demonstrate and run therapy programmes and group interventions and to instruct parents/carers/ education staff in their implementation.
- To contribute to multi-disciplinary teams/ EHCPs by discussing own and others input around student's needs, contributing to a well-co-ordinated care plan, to work closely together, agreeing decision making on client management.
- To demonstrate empathy with students, carers and families, ensuring that effective communication is achieved where barriers to understanding often exist.
- To demonstrate excellent interpersonal skills.
- To manage own time and caseload, prioritising tasks appropriately and in line with their educational needs.
- To be able to reflect on practice, individually and with colleagues, and identify own strengths and development needs.

### **Behaviour and Safety**

- To encourage good relationships between pupils at all times
- To establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect.
- To establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly, in line with the School's behaviour policy.
- To maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- To be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.

- To be responsible for the Health and Safety of self and others using proactive and reactive strategies including positive handling techniques.
- To be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following protocol/procedures.

### **Team working and collaboration**

- To participate in any relevant meetings/professional development opportunities as appropriate.
- To work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- To support the effective running of the school by ensuring policies and procedure are understood and followed.
- To cover for absent colleagues delivering SaLT as required.
- To line manage designated members of staff.

### **Professional development**

- To regularly reflect on the effectiveness of your role as part of the appraisal process, refining your approaches where necessary and responding to advice and feedback from colleagues.
- To be responsible for improving your practice through participating fully in training and development opportunities identified by the school or as part of your appraisal outcomes.
- To be given opportunity to participate in professional development by undertaking CPD qualifications and SLT opportunities as appropriate to the post-holder.
- To have the ability to identify own professional development needs within appraisal framework.
- To have a knowledge of, and adherence to national and local clinical guidelines.
- To keep up to date knowledge of clinical, social, political and philosophical changes relevant to speech and language therapy with the above student groups.

### **Safeguarding Children and Vulnerable Adults**

- To commit to the School's safeguarding policy and promote a safe environment for children and young people learning within the School. Lighthouse School has a statutory and moral duty to ensure that the School functions with a view to safeguarding and promoting the welfare of children and young people studying at the School. All posts are subject to an enhanced disclosure and barring service (DBS) check, however having a criminal record will not necessarily bar you from working with us, this will depend on the nature of the position and the circumstances and background of your offences.
- To be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

### **Equality and Diversity**

- All employees of Lighthouse School are required to promote equality and diversity in all aspects of the job. Specifically, the post holder will be required to support the School meeting the general Equality Duty under the Equality Act 2010 to:
  - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.

### **Health and Safety**

- To co-operate with the School's management in meeting the objectives of providing a healthy and safe place to work. All staff must carry out their work with reasonable care for the health and safety of themselves and other people. All staff should comply with the School's Health and Safety Policy.
- To be Responsible for the Health and Safety of self and others using protective and reactive strategies including positive handling techniques.

### **Other**

- To have high regard for the ethos, policies and practices of Lighthouse School and maintain high standards in your own attendance and punctuality.
- To perform any reasonable duties as requested by the Principal, The Assistant Principal, Teaching Staff and Senior Leadership Team.

This job description is not exhaustive and it is expected that the post-holder will undertake additional duties on occasion, within their capabilities. This document will be regularly reviewed and changes will be made in consultation with the post-holder.

Signature of Post Holder: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Principal: \_\_\_\_\_ Date: \_\_\_\_\_

## Person specification

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<p>To have a recognised Royal College of Speech and Language Therapists degree level qualification</p> <p>Relevant post graduate training</p> <p>Health Care Professional Council registered– Licence to practice</p> <p>Registered Member of Royal College of Speech and language therapists</p>	
<b>Experience</b>	<p>At least 2 years experience working with students with Autism.</p> <p>Experience of working in a school environment</p> <p>Experience managing challenging behaviour</p>	
<b>Knowledge</b>	<p>Ability to demonstrate a good understanding of autism</p> <p>Excellent interpersonal skills – including observation, listening and empathy skills.</p> <p>A good understanding of, and commitment to, Safeguarding, child protection, health and safety, data protection and equal opportunities</p> <p>Ability to use Microsoft Office Software, email and internet</p>	<p>Understanding of alternative forms of communication</p>
<b>Skills</b>	<p>Ability to communicate effectively with pupils, parents/carers and other stakeholders</p>	<p>Ability to communicate using a variety of different methods</p> <p>Demonstrates excellent analytical and reflection skills</p>

	<p>Ability to problem solve, make decisions and stay calm in crisis situations</p> <p>Good Presentation skills both written and verbal</p> <p>Good organisational skills</p> <p>Prioritisation skills</p>	Eklan trained
<b>Attitude</b>	<p>Shows a high level of resilience for working with pupils with ASC and challenging behaviour</p> <p>Ability to undertake the duties of the post with reasonable adjustments as required under the Equality Act 2010</p> <p>Good team member</p>	Ability to work flexibly to meet the needs of the service

<b>Closing date for applications:</b>	<b>0900 on Friday 12 November 2021</b>
<b>Contact:</b>	<b>Dianne Kitching</b>