



Specialist Speech & Language Therapist

Permanent opportunity

JOB DESCRIPTION

Job Title: Specialist Speech and Language Therapist (Band 6)

Working Pattern: 36 hours 40 minutes per week

(Flexible working pattern will be considered)

Salary Range: Grade 6-8 (£35,745 - £42,403) (pro rata to hours and weeks worked)

Responsible to: Team Lead Speech and Language Therapist

Core Purpose of the post:

To meet the requirements of a Specialist Speech and Language Therapy role working closely with our Team Leads and Support Practitioners. The successful candidate will deliver high quality therapy and provide assessment of children with a wide range of speech, language and communication needs. You will work across our Northwest Academies supporting pupils in both our mainstream and Inclusion Hub settings. The successful candidate will hold responsibility for their own caseload and be responsible for a defined area of the service.

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 Harmony Trust Inclusion Service in providing excellent provision and meeting the needs of all pupils.
4. To provide a speech and language therapy service to children attending our Northwest Academies
5. Keep accurate records and provide written reports/care plans
6. To actively support and be responsible for the Communication Framework for the Trust directly engaging with the Language Champion in each academy
7. To work as a member of a team, contributing positively to effective working relationships within the academies.
8. To engage actively in appraisal and Professional Development.
9. To comply with the Trust Health and Safety policy and undertake appropriate risk assessments.
10. Deliver an effective programme of CPD for others including programmes that can be delivered across local partnerships.

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 to support pupils' learning.
3. Set targets for therapy and monitor progress.
4. Provide intervention on an individual or group basis
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. Be able to analyse intervention outcome information and plan next steps alongside education staff.
2. Deliver Professional Development for staff as required / identified to develop their practice in relation to language and communication and to effectively deliver suggested programmes.
3. Supervision/support for our Advanced Speech and Language Therapy Support Practitioners

Support for the curriculum:

1. Provide specialist advice and guidance to staff and parents as required, delivering training and hosting workshops as necessary.
2. Support the planning and development of Speech, language and communication across the curriculum.
3. Support the development of 1:1 speech, language and communication programmes to enhance whole academy provision

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 Harmony Trust Development Team, providing effective CPD to colleagues within the Trust.
2. Deliver aspects of the Trusts external CPD offer working alongside the Team Lead Speech and Language Therapists 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:

1. 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.
2. An enhanced DBS on the successful candidate will be undertaken for this role.
3. Be aware of and implement The Harmony trust's Equality policy.

Data Protection:

1. 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:

1. To manage and organise accommodation efficiently and effectively to ensure that all school buildings meet both needs and Health & Safety regulations
2. To ensure compliance with the Health and Safety at Work Act (1974) and schools' Health and Safety policies in all both premises and sites.



**Specialist Speech & Language Therapist
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 and Qualification	Speech and Language Therapy Degree or Masters	E	AF /I
	Full HCPC and RCSLT membership	E	AF /I
	Demonstrates willingness to learn and develop	E	AF/I
Experience	Post-qualification experience working with children with a wide range of speech, language and communication needs	E	AF /I
	Experience of working with children, their families and schools/academies	E	AF /I
	Experience of delivering SaLT assessments and interventions in Schools	E	AF /I
	Awareness of Safeguarding issues	D	AF /I
	Experience developing and providing training to others	D	AF/I
Skills	Good oral communication skills based on the fluency of the English language – spoken and written	E	AF/I
	Well developed analytical and problem solving skills	E	AF/I
	Excellent interpersonal skills, able to listen well	E	AF/I
	Literate in IT/Computer skills and able to use a range of applications to support workload	E	AF/I



THE HARMONY TRUST

BELIEVE • ACHIEVE • SUCCEED

	Able to demonstrate empathy with pupils, parents/ carers and families	E	AF/I
	Able to organise work load and manage time	E	AF/I
	Demonstrates the ability to reflect on practice with peers/clinical supervisor	E	AF/I
	Knowledge of UK education system	E	AF/I
	Ability to innovate and create new ideas	D	AF/I
	Knowledge or experience of mentoring and supervision of staff	D	AF/I
Work circumstances	Requirement to work flexibly to meet the demands of the post	E	AF/I
	An Enhanced Disclosure and Barring check is required	E	AF/I
	Full clean driving licence (casual car allowance is payable with the appropriate insurance over for business use)	D	AF/I