

Candidate Pack

SPEECH AND LANGUAGE THERAPIST (Band 5)

The Vale Federation

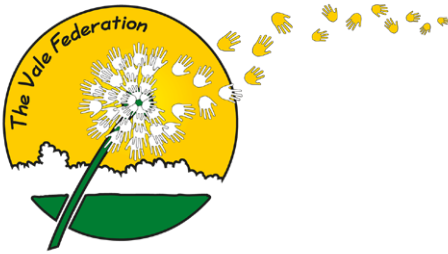
Stoke Leys Close, Aylesbury HP21 9ET

Telephone: 01296 427221

Email: recruitment@thevalefederation.com

Inspire - Enable - Achieve





Welcome

Dear Prospective Candidate,

Thank you for your interest in the position of **Speech and Language Therapist** at The Vale Federation.

The Vale Federation encompasses two Special Schools (one primary, one secondary-aged) in Aylesbury across 2 locations. We support children and young people with a wide range of complex needs (all pupils have a diagnosis of severe or profound learning difficulties) who come to us for highly specialist provision to help them achieve what is important to them in life.

Staff across all departments make a difference to the lives of every child who comes to one of our schools. We celebrate each child and young person for their individual strengths, interests, personalities and aspirations, and recognise and value the contribution that they make to our school community and beyond. We work together as a team, with therapists working closely alongside class teams, to strive for excellence in our own practice, in the knowledge that this enables each pupil to reach their own ambitions and aspirations.

If you have a passion for supporting communication for the most complex children and young people, and share our values of celebrating each pupil as an individual, supporting their aspirations, and striving for excellence in our practice, we would love to hear from you.

We have high ambitions for all within our schools' communities. We expect the very best for the children and young people that come to us, and the same is true of our staff. We encourage and support all staff to develop and progress their own careers with us, and we are committed to supporting you in your area of specialisms and interests. For this post, we would particularly welcome candidates with a special interest in Augmentative and Alternative Communication (AAC); complex Autistic Spectrum Conditions (ASC); and Learning Disabilities (LD). This could either be existing knowledge, skills and experiences, or the interest and wish to develop this area of your practice further, and we would welcome applications from newly qualified therapists hoping to develop their skills in these areas. If you have an interest in Paediatric Dysphagia, there would be opportunities to train and qualify in this area, and we would welcome candidates with existing Paediatric Dysphagia experience.

We take care of our staff. There is a regular wellbeing forum where all staff are represented, we have spacious well-resourced staffrooms with kitchen and IT facilities, a weekly staff bulletin which highlights many of the corporate benefits of being a staff member within Buckinghamshire Council, free on-site parking, and an open-door policy to all on the Leadership Team.

We are a welcoming, forward-thinking, hard-working team and hope you'll take this opportunity to consider joining us. If you would like to find out more about the role or to arrange a tour of the Federation, please contact the HR Team at recruitment@thevalefederation.com. We hope to receive your application and meet you in the near future.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'B Taylor'.

Bradley Taylor
Principal

A handwritten signature in black ink, appearing to read 'S Parkinson'.

Steve Parkinson
Business Director



Vision

Through a multi-professional approach, we will create a high quality, inclusive, happy and safe school environment where pupils with a range of learning difficulties are:

- Inspired to engage in learning
- Enabled to realise their greatest level of independence and emotional resilience
- Supported to recognise and celebrate their achievements now and in the future

Inspire - Enable - Achieve





Values

Excellence:

We aim for our pupils to give their best in everything that they do. We recognise all their small steps of progress and their achievements. Whatever the child's starting point, we have high expectations of them. All children can make progress with their academic skills, their physical skills, their communication skills, and their personal development. Staff have high expectations of themselves and fulfil their role to a standard of excellence.

Trust:

We aim for our pupils to learn in a school environment that is safe and secure, and to develop trusting relationships with others. Over time, we want our pupils to develop a sense of responsibility. We aim for children to develop an awareness of who they can trust in the wider community. Staff always act in a trustworthy manner. They are honest and reliable at all times.

Courage:

We aim for our pupils to show courage in the challenges that they will face in life. It takes courage to have the confidence to have a go, to be willing to make mistakes, and to bounce back after a mistake. Staff model being courageous and support children's resilience.

Determination:

We aim for our pupils to always persevere, even when something may be difficult, to keep going and not give up, and to develop a positive "can do" attitude. Staff are unfailingly determined to support pupils in achieving their very best.

Kindness:

We aim for our pupils to show kindness to others. We value being polite, friendly and welcoming to others. Staff always act in a manner that demonstrates kindness towards children and towards each other. Staff are positive role models for children.

Friendship:

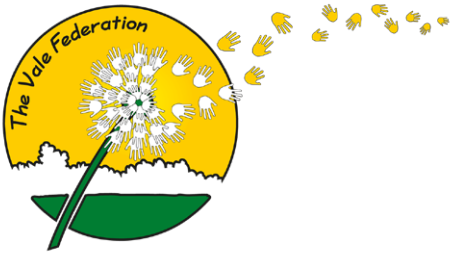
We aim for our pupils to develop communication and social interaction skills in order to develop positive friendships with others, and to take pleasure in shared experiences. Staff demonstrate friendship by being caring, supportive, having fun, and sharing ideas.

Respect:

We aim for our pupils to learn and develop in a school environment that promotes tolerance and respect for individual differences, abilities, needs and beliefs. We aim for our pupils to develop into individuals who respect themselves and respect others by treating them with consideration and care, and recognising that not everybody is the same. Staff are positive role models at all times and demonstrate their respect for others through their behaviour.

Equity:

We aim for our pupils to experience a school environment in which fairness is promoted. Equality is achieved by understanding that individuals need different levels and types of support to achieve their goals. Staff are committed to ensuring that each individual has their needs well met.



Job Description

School Name:	The Vale Federation
Post:	Speech and Language Therapist (Band 5)
Weekly Hours:	37 hours
Salary:	Bucks Pay Range 6
Responsible to:	SaLT Team Leaders

Clinical Responsibilities

- To complement the work of the therapy team, contributing to a range of activities and to work collaboratively as part of a professional team
- If applicable (i.e. for dysphagia-trained therapists), to provide clinical management of a range of eating, drinking, and swallowing difficulties in young people with complex needs from 3-19 years of age. The needs of the clinical caseload would be aligned with therapists' level of training, knowledge and experience. Clinical management would include:
 - supporting referral process
 - carrying out effective assessment and diagnosis of difficulties
 - designing and implementing eating and drinking recommendations and strategies to manage risk
 - supporting school staff and families to implement recommendations
 - work within a multi-disciplinary team, including classroom staff, school nursing, OT, families, and liaison with external medical teams
- To provide clinical management of a range of speech, language, and communication needs (SLCN) difficulties in young people with complex needs from 3-19 years of age, in line with therapist's knowledge, skills and experience
- To take responsibility for own clinical caseload, prioritising appropriately according to clinical needs, seeking supervision as required to support prioritisation decisions
- Effectively plan, prepare and deliver assessment and intervention in an integrated model across the federation, including working in classes and with parents
- To actively engage with professional supervision to support clinical reasoning, manage professional boundaries, and to develop own clinical skills
- To actively engage with CPD and training opportunities, and current, relevant evidence base to ensure interventions are well informed.
- To be aware of relevant clinical national and local policy and guidance and understand how these relate to own clinical practice
- To demonstrate unconditional positive regard for pupils, staff, and families
- To adjust one's own communication and interaction style as required in order to establish therapeutic relationships and manage barriers to communication.

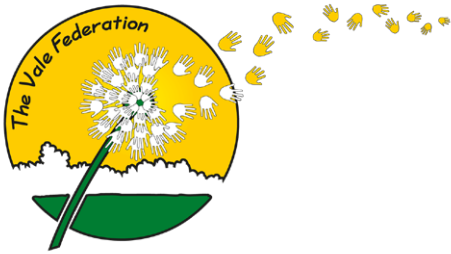


Job Description

- To utilise opportunities throughout the school day to promote communication strategies and approaches across the school, modelling these approaches for all staff.
- To maintain accurate and up to date documentation of all intervention with pupils in line with national standards and requirements
- To organise and prepare activities, resources and equipment to enable students to participate in SALT interventions.
- To support classroom staff with integration of SALT advice and interventions within classrooms, providing and modelling use of equipment and resources as required
- To contribute to identifying, planning and delivering formal in-house training, for appropriate clinical areas.
- To ensure standards of infection control and safety are maintained when using therapy equipment/resources
- To reflect on the results of observations/therapy programmes, to analyse the response to treatment, and development of the student's skills, and consider any possible changes, seeking supervision as required
- To work collaboratively and openly with professional colleagues in other services.
- To be aware that a student may not be able to co-operate or comply in an activity and may present with behaviour that challenges. To form productive relationships with students who may be under stress and/or have challenging communication difficulties.
- To develop the communicative environment and support and develop student's communication skills.
- To plan use of time effectively and ensure quality of service delivery, making use of supervision as required
- To use IT resources effectively to produce AAC materials (symbols, photos) to support pupils' communication.
- To work collaboratively with multi-disciplinary team to set pupil targets and monitor pupil progress.
- To contribute to pupils' Annual Review process, including provision of reports in line with statutory requirements

Communication

- To maintain regular liaison with staff, families, and other relevant professionals
- To attend regular team meetings and provide feedback for reflection and service planning
- To attend parents' evenings, coffee mornings and other opportunities for parental liaison as required
- To communicate effectively and sensitively with children, young people, colleagues, parents and carers
- To recognise potential communication barriers or conflict when they occur, and seek advice and support to resolve these issues. This may relate to working with an individual student, member of staff or family
- To gather and collate information as required to support service evaluation
- To be aware relevant national and local guidance, policy, and statutory requirements including health and safety, safeguarding children, SEN procedures, and other legal frameworks; and to apply these to own practice with support from supervision and line management
- To promote the relevant policy and guidelines across the Federation e.g. Communication Policy, Dysphagia Policy



Job Description

Training:

- To participate in and ensure that all mandatory training required by Vale Federation is up to date.
- To participate in line management, creating personal objectives in line with service-wide priorities and objectives, and to be responsible for carrying out the agreed objectives
- To attend relevant courses and in-service CPD to further develop relevant specialist clinical skills
- To monitor and develop own performance, striving to achieve and maintain excellent quality of care and service provision, making use of supervision and reflective practice

Safeguarding Statement

The Vale Federation of Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff, workers and volunteers to share this commitment. The successful candidate will be required to provide two satisfactory references, undertake pre-employment checks including a health check and have a cleared Enhanced Disclosure & Barring check. An online search (including social media) will be carried out for all shortlisted candidates as part of our recruitment process.

This job description describes in general terms the normal duties which the post-holder will be expected to undertake. In addition, duties may vary from time to time. The job description may be changed at any time, after consultation with the employee.



Person Specification

School Name

The Vale Federation

Post

Speech and Language Therapist (Band 5)

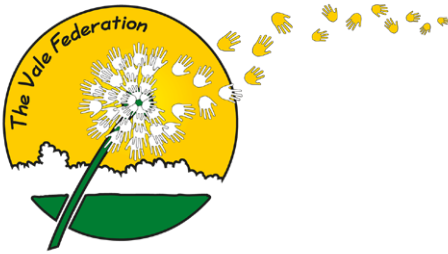
Factors	Essential	Desirable	Assessment Method
<p>Experience, Special Skills and Abilities</p>	<ul style="list-style-type: none"> ■ Recognised Qualification in Speech & Language Therapy ■ HCPC registration ■ Registered member of Royal College of Speech and Language Therapists ■ Ability to carry out formal and informal assessment and observations of children and young people to create a profile of their speech, language and communication difficulties ■ Good auditory perceptual skills including ability to transcribe phonetically ■ Ability to maintain concentration throughout all aspects of clinical management and care ■ Awareness of therapeutic interventions suitable for children and young people with complex needs ■ Experience of planning and delivering interventions for children and young people (including on clinical placement) ■ Computer literate ■ Awareness of multi-disciplinary team roles and an understanding of how to work collaboratively ■ Ability to manage own clinical caseload and prioritise according to need, seeking clinical supervision as appropriate 	<ul style="list-style-type: none"> ■ Post-graduate dysphagia qualification or willingness to undertake dysphagia training ■ Demonstrable experience of working within an educational setting, which could include working within school and / or early years and / or Further Education setting (this can include placement experience) ■ Experience of working with children with learning disabilities, autism, sensory impairment (VI / HI) or physical disabilities ■ Knowledge and experience of different AAC approaches, including use of sign (e.g. Makaton, Sign-a-long) and electronic and paper-based AAC 	<ul style="list-style-type: none"> ■ Application form ■ Interview ■ References



Person Specification

Factors	Essential	Desirable	Assessment Method
	<ul style="list-style-type: none"> ■ Ability to work flexibly in different environments and responsively to service needs ■ Awareness of relevant national clinical guidance and policies ■ Good interpersonal skills with pupils, staff and families including: able to listen and understand clinical concerns; empathy; effective communication particularly where barriers to understanding exist; negotiation and problem solving. ■ Committed to personal development, reflective practice and knowledge of evidence base ■ Awareness of principles of clinical governance and safeguarding 		

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Staff Code of Conduct

Every member of staff has an important part to play and as role models, need to deliver and uphold certain values. Here is our Staff Code of Conduct Summary Statement, to support this being a great place to work:

Safeguarding pupils

All staff members have a responsibility to safeguard pupils and protect their welfare.

Appearance and dress

Dress in a manner that is appropriate to their role

Attendance

Attend work in accordance with their contract of employment and associated terms and conditions in relation to hours, days of work and holidays.

Professional behaviour and conduct

Staff members are expected to treat other colleagues, pupils, parents/carers, and external contacts with dignity and respect.

Responsibility

All employees must take responsibility for their own actions and be accountable for these.

Respect

Employees should recognise and respect the work demands of, and contributions made by, others within the workplace.

Honesty & Integrity

All employees must perform their duties with integrity and be open and honest in their dealings and communications with others

Health and safety

Comply with health and safety regulations and school policies, using any safety equipment and protective clothing which is supplied to them, ensuring we keep everyone as safe as possible at all times

E-Safety

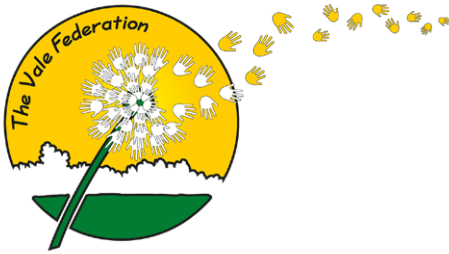
Staff will ensure all e-safety policies are adhered to, protecting themselves, the pupils and school community

Photography and Videos

Staff will ensure that no personal devices are used in school at any time, protecting the rights of everyone

Data protection and confidentiality

Staff will respect and adhere to the protection of personal data and confidentiality of all information for all pupils, staff and the school community



About the role

Start Date:	For further details please visit www.thevalefederation.com/careers/current-vacancies/
Weekly Hours:	37 hours
Annual Weeks:	52 weeks (Term-time + INSET days + 2 weeks in holidays)
Salary:	Bucks Pay Range 6 £35,432 - £38,715 dependent on experience (NHS Band 5 equivalent)
Annual Leave (if applicable):	Not applicable
Application Closing Date:	For further details please visit: www.thevalefederation.com/careers/current-vacancies/ <i>We reserve the right to close this vacancy early if a candidate is appointed.</i>
Interview Date:	For further details please visit www.thevalefederation.com/careers/current-vacancies/
Recruitment Process Summary:	Visits to the school are warmly welcome. To arrange a visit or to find out more about the role, please contact Lynne Worley at recruitment@thevalefederation.com . For further information on our recruitment process please visit our website.
Safeguarding Statement:	The Vale Federation of Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff, workers and volunteers to share this commitment. The successful candidate will be required to provide two satisfactory references, undertake pre-employment checks including a health check and have a cleared Enhanced Disclosure & Barring check. An online search (including social media) will be carried out for all shortlisted candidates as part of our recruitment process.



Benefits

Employer Contribution Pension Scheme, with Life Cover

Employee Assistance Programme

Staff Wellbeing Forum

Staff Room with Resourced Kitchen

Free On Site Secure Parking

Long Service Awards

Staff discount at local gyms, restaurants, theatre & coffee shops

Discounts on local travel

Staff Weekly Information Briefings

Training and Professional Development

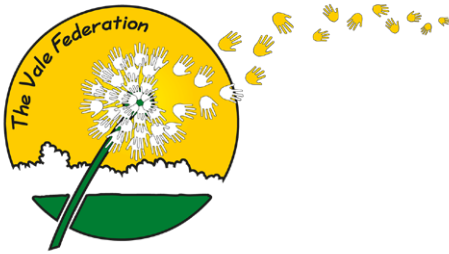
Career Development Opportunities

Staff Update Bulletins & Newsletters

Discounts On Hiring Our Facilities

Staff Events

Annual Flu Vaccination



Gallery

