

Person Specification

Job Title: Highly Specialised Speech and Language Therapist

Category	Essential	Desirable
Qualifications	1. Degree in Speech and Language Therapy or equivalent. 2. UK Health and Care Professions Council Registration (HCPC) 3. Eligibility for membership of the Royal College of Speech and Language Therapists.	Postgraduate or specialist training relevant to severe and complex needs Dysphagia competent and qualified (where service need arises) Evidence of recent training as a commitment to personal and professional development. Evidence of understanding the Statutory framework within which Speech and Language therapy is provided (detailed knowledge of Speech Therapy legislation, guidelines and procedures).
Knowledge	4. Knowledge and application of standardised assessments 5. Knowledge of confidentiality and Data Protection. 6. Knowledge of current Evidence Based Practice and research for educating children within this specific client group and of the statutory regulations for EHCPs	Knowledge of Total Communication approaches Knowledge of how to access other services and agencies. Demonstrate knowledge of current legislation and changes, including SEND and EHCP processes
Experience	7. Evidence of advanced clinical assessment and decision-making delivery skills 8. Experience providing speech and language therapy to pupils who have complex needs and severe learning disabilities 9. Experience of training and supporting staff in implementing communication programmes 10. Experience of working within a transdisciplinary or multidisciplinary team	Experience of working within a specialist school setting Experience of assessing eating and drinking needs and writing clear care plans (where required) Experience of contributing to EHCPs and statutory review processes
Skills	11. Able to foster good working relationships and communicate effectively with children, parents/carers and other professionals. 12. Ability to work independently, take on responsibility and manage change and adapt to requirements at short notice. 13. Ability to use initiative, problem solve and be pro-active. 14. Able to keep accurate clinical notes, written records and reports	Ability to deliver training to professional staff Familiarity and skill using IT systems and programmes. Microsoft Office, PowerPoint, Symbols software, TEAMS A high level of emotional resilience and emotional maturity. Ability to demonstrate a fun and enthusiastic approach to enhancing children's communication skills Able to challenge and articulate opinions

	15. Ability to demonstrate effective management of a clinical caseload of children with special educational needs 16. Strong interest in high-tech AAC with ability to assess and implement specialist communication equipment. 17. Skills in carrying out both individual and group interventions.	appropriately Aware of own strengths and weaknesses Excellent planning and organisational skills
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