

Job description: Speech and Language Therapist

Band 7 (Outer London)

Working relationships:	Senior Leadership Team Speech and Language Therapy team Occupational Therapy team Connections team Class Teachers, STAs and SSAs Pupils and Families
Responsible to:	Senior Leadership team (Head of Centre)
Accountable to:	Principal Board of Governors

CLIENT GROUP

Dysart School is a specialist provision, situated in the London Borough of Kingston. Dysart provides specialist education for pupils aged 4–19 years with severe and complex learning needs.

Many pupils present with high communication needs alongside significant sensory needs and cognitive differences.

The school operates across three sites: an all-through main site, a small secondary provision and a primary provision. This role will be primarily based at the primary Discovery site, with one day per week at the main site.

Dysart provides a high-quality education rooted in reflective practice and Positive Behaviour Support. Our holistic curriculum focuses on communication, regulation, independence and quality of life. Guided by our values of Educating, Enabling and Evolving, we create capable environments where every pupil is supported to participate, develop and thrive.

JOB PURPOSE AND SCOPE

The post-holder will provide speech and language therapy to pupils with severe and complex learning difficulties, autism and associated communication needs.

The Speech and Language Therapist will work as part of a Transdisciplinary Therapy Team within the school to ensure a holistic, integrated approach to communication and participation. Duties include the delivery of therapy intervention ensuring that speech,

language and communication programmes are integral to pupils' educational, social and developmental provision.

The post holder will promote neuro-affirming and strengths-based approaches, ensuring communication is viewed as a right and embedded across all areas of school life.

Therapy will be delivered through a class-based, collaborative and embedded model, ensuring strategies are implemented consistently throughout the school day.

The post holder will work flexibly across both sites, with approximately two days per week at the Kingston site and one day per week at the Surbiton site.

- To provide child-centered and evidenced based Speech and Language Therapy for assessment and intervention to learners with complex speech, language and communication needs.
- To champion neuro-affirming, strengths-based practice and ensure that all pupils have a meaningful and authentic voice within their educational experience.
- To be part of the wider school community contributing to the ethos and values promoted and to be involved in all aspects of school life including community visits, trips and school development.
- To contribute to service development in line with Dysart's values of Educating, Enabling and Evolving.
- To fulfil provision set out in Education, Health and Care Plans (EHCPs).
- To provide assessment and reports for current pupils as needed.
- To provide support and training to teaching and support staff with regard to effective communication strategies. This may include training workshops and training specific to individual learners and/or the learning environment.
- To lead the development and implementation of high-tech Augmentative and Alternative Communication (AAC) systems (e.g. Grid for Schools), supporting a whole-school approach to communication and ensuring pupils have meaningful access to communication.
- To work collaboratively with pupils and staff to promote wellbeing, emotional regulation and positive mental health.

The job description may be revised annually.

CLINICAL

- To accept clinical responsibility for a designated caseload of pupils, and to organise this efficiently and effectively with regard to clinical priorities and use of time.
- To carry out clinical observations, informal and formal assessments of children, and analyse results reflecting on own knowledge and experience and seeking more specialist advice as required.
- To select and use appropriate formal and informal assessment tools.
- To analyse, interpret and report results in accordance with best practice guidance.
- To report assessment findings in a timely manner and ensure key findings and recommendations are included in the pupil's SALT reports and EHCP plans.
- To plan and implement child-centered individual speech and language therapy and small group interventions in association with education staff.
- To liaise with all team members and family/carers in order to provide a co-ordinated approach and ensure speech and language therapy input is integrated across the school and home environments.
- To report to other colleagues regarding speech and language therapy interventions and communication programmes.
- To work with teaching staff to plan and prepare activities, appropriate for pupils with complex communication needs and which encourage pupil engagement and understanding.
- To support the school in creating a communication enabling environment and sharing strategies for differentiating curriculum resources to assist the learning and communication of all pupils.
- To source and share innovations to improve the work of the Speech and Language Therapy within Dysart.
- To keep up to date with new developments in AAC devices. To instruct those working with the learners how to correctly and efficiently use equipment.
- To attend, participate and contribute to regular transdisciplinary team meetings.
- To attend school-arranged meetings for children, including IEP / EHCP meetings and Parent evenings.
- To contribute to service development and innovation, ensuring practice continues to evolve in line with Dysart's values of Educating, Enabling and Evolving.

ADMINISTRATION & MANAGEMENT

- To manage a clinical caseload and own time effectively, prioritising work as required.
- To complete and maintain accurate speech and language therapy clinical case notes in accordance with RCSLT best practice guidance.
- To write professional reports to be shared at review meetings.
- To address issues of confidentiality, consent and sharing of information throughout assessment and intervention according to GDPR regulations.
- To utilise standard Academy and School documentation as required.
- To be responsible for equipment used in therapy and to ensure the safe use of equipment by others.
- To be responsible for accessing regular clinical supervision and ensuring supervision sessions are recorded.

PROFESSIONAL

- To be accountable for own professional actions and recognise own professional boundaries, seeking advice where appropriate.
- To be aware of the sensitivity required to work closely, effectively and in a professional manner with children, parents/ carers and other professionals.
- To explain the role of Speech and Language Therapy to pupils, parents, staff and visitors as required.
- To remain flexible in response to the dynamic demands of a specialist school environment.
- To respect the confidentiality, individuality, values and cultural and religious diversity of pupils.
- To undertake school induction programmes and on-going training, including child protection and safeguarding, health and safety and risk management training.
- To participate in staff meetings, department meetings and liaison meetings with other professionals.
- To promote awareness of the role of Speech and Language Therapy within the school and home community.
- To maintain personal development through the use of off-site and in-house training, contact and involvement with relevant clinical excellence networks, attendance of in-service training, and review of literature as required.
- To provide second opinions, specialist advice and teaching to other Speech and Language Therapists and other professionals, as required.

- To maintain own Continued Professional Development (CPD) by keeping abreast of new developments within the profession and ensure that practice is based on best available evidence and learning outcomes are recorded in a manner appropriate to RCSLT and HCPC requirements.
- To review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal.
- To comply with the RCSLT Clinical Guidelines.

GENERAL

- To be aware and comply with the Academy and School Health and Safety Policy and Procedures and implement any policies that may be required to improve the safety of the work area, including the prompt recording and reporting of accidents and incidents, and ensuring that equipment used is safe.
- To comply with and promote the Academy and School Equality and Diversity Policy.
- To be aware of and comply with all other Academy and School policies and procedures.
- To undertake such other duties of a similar nature from time to time as may be required by the Principal.

NOTES

- This role requires enthusiasm, flexibility and creativity in providing a service to meet the communication challenges of this specific client group.
- This is not an exhaustive list of duties and responsibilities, and the post-holder may be required to undertake other duties that fall within the grade of the job, in discussion with the manager.
- The content of this job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.