

**Job Description**

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| **Post Title** | **Salary** | **Reviewed** |
| **Speech and Language Therapist** | ***BG 10***  | **February 2021** |

**Managed by:** Lead Speech and Language Therapist

**Job Purpose**

* To assess, diagnose, provide intervention and manage own caseload of students and maintain associated records with support from Lead Speech and Language Therapist.
* To provide interventions and evaluate outcomes.
* To advise and provide support to other staff regarding student’s speech, language, communication needs.
* To provide interventions and monitor and evaluate the effectiveness of the Speech and Language Therapy Intervention.

**Key Job Outcomes**

**Strategic lead**

* To develop speech, language, communication and/or literacy interventions.
* To model, train, coach and support other staff with respect to meeting students’ speech, language and/or communication needs.
* To evaluate the efficacy of speech and language therapy as part of the school’s self-evaluation cycle.
* To support and contribute to the work identified within the school improvement plan.
* To support and implement whole school policies and procedures.

**Core Management**

* To support class teams in meeting the needs of students with speech, language and/or communication needs.
* To prioritise and manage a caseload using the Trust procedures with support from Lead Speech and Language Therapist.
* To contribute to providing and developing individualised training to develop staff skills or in supporting delivery of specific communication programmes.
* To write reports for families and relevant professionals that reflect specialist knowledge of speech, language and communication.
* To attend and provide reports for EHCP reviews and other areas as required.
* To ensure that students are appropriately challenged and supported to achieve their potential.
* To liaise with other professionals as well as voluntary groups and to participate in the multidisciplinary team.
* To be aware of and adhere to current legislative and employer procedures relating to the post.
* To collect statistical information as appropriate.
* To participate in training of colleagues

**Planning and Expectations**

* To design activities for individual and group therapy
* To advise on and demonstrate speech and language therapy targets and strategies.
* To keep up to date and develop strategies for implementing best practice.
* To manage own time effectively and demonstrate an ability to prioritise tasks with support from Lead Speech and Language Therapist.

**Monitoring and assessment**

* To provide detailed current assessments of student’s speech, language and communication needs.
* Based on through assessment and evaluation, to develop intervention programmes in conjunction with parents, staff and other professionals.
* To demonstrate effectiveness of intervention by using evidence-based interventions and outcome measures.
* To monitor the progress of intervention programmes and modify as necessary.
* To record progress made with intervention programmes.
* To maintain up to date and accurate case notes.

**Teaching and learning**

* To carry out intervention programmes to develop student’s speech, language and communication.
* To carry out individual and group intervention.
* To support students with speech, language and/or communication needs in their classes.
* To participate in the training of school staff around speech, language and communication development.
* To be responsible for maintaining own caseload with support from Lead Speech and Language Therapist.

**Safeguarding and Behaviour**

* To support the physical, emotional, communication and educational development of all pupils
* To work in line with our Safeguarding Policy for the protection of all students
* Work within the policy for physical intervention as outlined by Team Teach
* Undertake the prescribed regularity of training for the upkeep of your Team Teach certificate
* Actively promote and support appropriate behaviour
* Re-inforce appropriate language use, intervening to promote speech, language and communication development

**SEN**

* Assist in the development, monitoring, review and progression of student’s EHCPs.
* To liaise with parents/carers regarding their child’s speech, language and communication develop. To agree intervention targets and provide strategies to support student’s communication development at home.

**Links and Liaison**

* To act as a good ambassador for the school within the community and the Local Authority
* To liaise with colleagues in other schools or in other agencies for the benefit of students
* To welcome governors into the school

**Professional Expectations**

* To be responsible for maintaining own competency to practice through continuing professional development and maintain a portfolio which reflects professional development in order to maintain HPC registration.
* To be accountable for own professional action and recognise and work within own professional boundaries, seeking advice and support as necessary.

**Developing North Star Academy Trust**

* Contribute to achieving the vision and aims of the Trust.
* Contribute to the development of the Trust as an outstanding provider of SEMH provision.
* Contribute to the development of collaborative and team working between schools in the Trust, as a means of affecting change and improving standards.
* Contribute fully to the improvement of pupils’ attitudes to learning and behaviour across the Trust.
* To lead cross trust initiatives

**General Accountabilities**

* So far as is reasonably practicable, the post holder must ensure that safe working practices are adopted by employees in school/work areas for which the post holder is responsible to maintain a safe working environment for employees and pupils. These practices are defined in the Trust’s Health and Safety Policy and codes of practice.
* Work in compliance with the Code of Conduct, Regulations and policies of the Trust, and its commitment to equal opportunities.
* Take responsibility for your own professional development by keeping up to date with new initiatives and current best practice.
* Ensure that output and quality of work is of a high standard and complies with current legislation and standards.
* Carry out any other duties as requested which are commensurate with the grade of the post.