

Job Description for the Post of Speech and Language at Nightingale Priory Lane

Job Purpose:

To provide clinically effective, person-centred and evidence-based speech and language therapy assessment and intervention for pupils with Social, Emotional and Mental Health (SEMH) needs, including Autism Spectrum Condition (ASC) at Nightingale Priory Lane. The role supports pupils to develop functional communication skills, enabling improved access to learning, emotional regulation, and social interaction.

Key Responsibilities:

1. Clinical Assessment and Intervention

- Deliver individual and group speech and language therapy to pupils with a range of communication needs, including attention and listening, social communication, receptive and expressive language, and speech sound difficulties.
- Use appropriate formal and informal assessment tools to identify needs and inform intervention.
- Plan and implement person-centred therapy programmes aimed at improving functional communication and participation in learning.
- Monitor, evaluate and adapt interventions to ensure effectiveness and pupil progress.
- Work within HCPC and RCSLT professional standards and scope of practice.

2. Supporting Communication and SEMH Needs

- Support pupils whose communication difficulties are linked to SEMH, trauma, or developmental needs.
- Promote communication as a key tool for emotional expression, behaviour regulation and relationship building.
- Contribute to a communication-friendly and trauma-informed environment across the school.
- Help reduce barriers to learning by embedding communication strategies within the curriculum.

3. Assessment, Planning and Reporting

- Develop and review individual therapy plans with clear, measurable outcomes.
- Contribute to EHCPs, annual reviews, and transition reports.
- Provide clear written reports and share recommendations with staff, families and external professionals.
- Set joint targets with teaching staff to support integrated outcomes.

4. Working Collaboratively

- Work as part of a multidisciplinary team including the Therapy Lead, pastoral staff, teachers and senior leaders.
- Provide advice, training and strategies to school staff to support pupils' communication needs in the classroom.
- Liaise effectively with parents/carers and external professionals to ensure consistency of support.
- Contribute to meetings including safeguarding, behaviour and EHCP reviews.

5. Caseload Management and Record Keeping

- Manage and prioritise a clinical caseload effectively.
- Maintain accurate, up-to-date records and case notes in line with HCPC and RCSLT guidance.
- Record outcomes, session data and contact information using school systems.

6. Safeguarding and Professional Practice

- Promote and safeguard the welfare of children and young people at all times.
- Follow all school safeguarding and child protection procedures.
- Maintain confidentiality, consent and ethical practice in all aspects of work.
- Respond appropriately to risk and challenging behaviour in line with school policy.

7. Professional Development and Supervision

- Participate in regular supervision, appraisal and reflective practice.
- Engage in continuing professional development (CPD) in line with HCPC and RCSLT requirements.
- Contribute to staff training, induction and awareness of speech and language needs.
- Promote understanding of the role of speech and language therapy within the school and wider team.

Additional notes

- Job Descriptions are to be reviewed annually
- The responsibilities listed above are the essentials of the post; it is always open to the postholder to propose ways of extending these responsibilities

Person Specification for the Post of Speech and Language Therapist, Nightingale Priory Lane

The Person Specification shows the abilities and skills you will need to carry out the duties in the Job Description. Shortlisting is carried out based on how well you meet the requirements of the Person Specification. You should mention any experience you have had which shows how you could meet these requirements when you fill in your Application Form. If you are selected for interview, you may be asked also to undertake practical tests to cover the skills and abilities shown below.

Area	Requirements	Essential/Desirable
Qualifications	Degree in Speech and Language Therapy (or equivalent)	Essential
	Registration with the Health and Care Professions Council (HCPC)	Essential
	Eligibility for membership of the Royal College of Speech and Language Therapists (RCSLT)	Essential
	Experience (or placement experience for Band 5) working with children and young people with: <ul style="list-style-type: none"> • Speech, language and communication needs • Social, Emotional and Mental Health (SEMH) needs • Learning difficulties and/or additional needs 	Essential
	Experience working in a school or educational setting	Desirable
	Experience contributing to EHCPs and annual reviews	Desirable
	Experience delivering training to staff	Desirable
Experience/Knowledge	Ability to manage a clinical caseload effectively and prioritise workload	Essential
	Ability to carry out a range of assessments and deliver appropriate interventions	Essential
	Knowledge and application of person-centred practice	Essential
	Ability to deliver both individual and group interventions	Essential
	Ability to evaluate outcomes and adapt interventions accordingly	Essential
	Ability to work collaboratively with teaching staff to set integrated targets	Essential
	Knowledge of safeguarding, mental capacity and relevant legislation	Essential
	Experience contributing to multi-agency work (e.g. CAMHS, social care, EHCP reviews)	Desirable
Skills & Abilities	Ability to build strong, trusting relationships with pupils	Essential
	Ability to work effectively as part of a multidisciplinary team	Essential
	Ability to plan, deliver and evaluate therapeutic interventions	Essential
	Strong written and verbal communication skills	Essential
	Ability to maintain accurate clinical notes and provide reports	Essential
	Ability to remain calm, consistent and emotionally containing in challenging situations	Essential

	Reflective practitioner committed to supervision and professional development	Essential
Personal Attributes	Warm, empathetic, patient and emotionally resilient	Essential
	Committed to inclusion, equality and the school's values	Essential
	Reliable, organised and able to use initiative appropriately	Essential
	Positive, proactive and solution-focused approach	Essential
	Willingness to engage in external supervision	Essential
	Sense of humour and ability to build rapport with pupils	Desirable

Orchard Hill College & Academy Trust is proud to be a Disability Confident Employer, committed to creating an inclusive and supportive workplace for all.

Orchard Hill College & Academy Trust endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

*This **Job Description** and **Person Specification** is current but will be reviewed on an annual basis and following consultation with you, may be changed to reflect or anticipate changes in job requirements which are commensurate with the job title and grade in line with the school's changing needs.*

*In line with the statutory guidance in Keeping Children Safe in Education, the Trust reserves the right to request and review references **prior to interview** as part of our safer recruitment process. Any concerns raised will be followed up with the applicant before a recruitment decision is made.*