

## Person Specification Speech and Language Therapist

Category	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A recognised professional degree qualification in Speech and Language Therapy</li> <li>• Registered member of the Health and Care Professions Council (HCPC)</li> <li>• Specialism or interest in children and young person's speech language and communication development</li> </ul>	<ul style="list-style-type: none"> <li>• Postgraduate relevant training</li> <li>• Membership of SLT Clinical Excellence Network</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working as a Speech, Language and Communication Needs therapist, preferably within a children and young people setting.</li> <li>• Experience of working in a multi-disciplinary context.</li> <li>• Experience of working on a child Multi Agency Assessment Autism pathway.</li> </ul>	
<b>Training</b>	<ul style="list-style-type: none"> <li>• Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities.</li> </ul>	
<b>Special Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge and skill in providing SLT assessment and intervention relevant to the service users.</li> <li>• Knowledge and experience of evidence-based approaches to early intervention for children and young people</li> <li>• people young people speech, language and communication needs.</li> </ul>	

	<ul style="list-style-type: none"> <li>• An understanding of SEND Code of Practice (2015) and Equality Act (2010) legislation and its implications.</li> <li>• Knowledge and understanding of the application of relevant speech and language diagnostics, theoretical models, and approaches relevant to children and young people.</li> <li>• Demonstrate clear clinical reasoning based on evidenced based practice.</li> </ul>	
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Able to travel to schools across the Trust</li> </ul>	
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• A 'can do' problem solving based approach to developing inclusive, enabling learning environments.</li> <li>• Ability to always remain professional, especially in complex/challenging situations.</li> <li>• Ability to work autonomously and cooperatively as part of a multidisciplinary team.</li> <li>• A willingness to develop skills as necessary.</li> </ul>	
<b>Practical and Intellectual Skills</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding children and young people.</li> <li>• Excellent inter-personal skills demonstrating capacity to build strong working relationships with others.</li> <li>• Excellent written and verbal communication skills.</li> <li>• Tenacious practice to ensure that the wishes of children and young people are heard and affect decision making.</li> <li>• Confident, clearly articulated application of speech and language therapy in practice.</li> <li>• A proactive approach to continuing professional development and ability to share practice and upskill colleagues.</li> <li>• Good IT skills.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Knowledge of technological aids that would benefit children and young people.</li> </ul>	
<b>Legal Requirements</b>	<ul style="list-style-type: none"> <li>• Enhanced Disclosure &amp; Barring Service Check confirming the appointee is not on the Children's Barred list.</li> <li>• In accordance with Keeping Children Safe in Education an online search will be carried out on all shortlisted applicants.</li> <li>• This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.</li> </ul>	

**Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**