

## Job Description

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**Job title:** Speech and Language Therapist  
**Reports to:** Head of Therapy  
**Location:** Snowfields Academy (2 sites- Bearsted Campus and Cranbrook Campus)

### Job purpose

The Speech and Language Therapist will be responsible for working with the team to support the learning, communication and behaviour needs of the students aged 11-19 with a primary diagnosis of Autism Spectrum Condition. The Speech and Language Therapist will be responsible for their own caseload and will work in partnership with colleagues to ensure delivery of a high quality delivery, running sessions with students.

### Key Responsibilities

- To adhere to national and local standards and guidelines relating to Professional Practice (CQ3) Appendix 1 Core Responsibilities for all Speech and Language Therapists – College Guidance 3.1
- Practice within legal frameworks whilst considering professional and ethical principles
- To contribute to the development of the Speech and Language Therapy Team within the Academy
- Be responsible for assessment, differential diagnosis, formulation of treatment plans, writing assessment reports, providing appropriate intervention and evaluating the treatment outcome for each individual student
- Seek second opinions where necessary and accept support from designated colleagues
- To assess and manage eating and drinking needs of pupils (if trained)
- To work with a multi-disciplinary team to support the communication and behaviour needs of pupils
- To work in collaboration with all teaching staff and assistants
- To work in partnership with parents
- To support families in order to help develop communication and understand their child's communication needs
- To contribute to the school improvement plan
- To refer pupils to other services as appropriate
- To contribute to the school training programme
- To share knowledge, experience and skills with staff
- Demonstrate commitment to personal development and acquisition of further skills and knowledge
- Manage referrals to external agencies
- To maintain professional standards by attending study days, special interest groups, peer supervision, etc. in accordance with standards laid down in Communicating Quality

### Qualifications and Experience

- RCSLT recognised degree/diploma and a registered member of RCSLT
- Membership with the Health Care Professions Council
- Experience of working with children
- Experience of a wide range of communication impairments

- Knowledge and insight into the wider issues related to supporting children with profound and severe needs Experience of working in a school setting (desirable)
- Excellent interpersonal skills
- Excellent verbal and written communication skills
- Excellent organisation skills
- Ability to work flexibly and creatively
- Ability to work unsupervised, either on own initiative or as a member of a team

### Scope for Impact

Support staff in schools make a strong contribution to pupils' learning and achievement. The Speech and Language Therapist will promote and implement the communication policy throughout the school. The Speech and Language Therapist will contribute to the development of pupils' functional and social communication and will have a significant impact on pupils' achievement.

### Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education](#) document (Department of Education).

### Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.