**Support Staff Job Outline and Person Specification**

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| **Position Title** | Specialist Speech & Language Therapist |
| **Location** | The Promise School |
| **Reporting to** | Principal |
| **Job Term** | Permanent |
| **Hours** | 0.6 FTE |
| **Work Pattern** | Part-time |
| **Salary** | £25,419 to £29,174 (depending on experience) |
| **Organisation** | Dartmoor Multi Academy Trust |
| **Effective date of JD** | June 2022 |

There are 17 schools within Dartmoor Multi Academy Trust, 3 secondary and 14 primary schools. In addition, the Trust is opening a Free School for children with social, emotional and mental health challenges, in September 2022.

You will be required to work flexibly at any of the premises occupied by the Employer or any of the Employer’s Academies within Devon as directed by the Employer.

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. Job descriptions should be reviewed at least annually at the appraisal meeting.

**Job Purpose:**

To ensure best practice when supporting pupils across the Trust (primary and secondary) with complex speech, language and communication difficulties.

To support the development of staff, and provide training to Trust staff as directed, in the area of speech and language to ensure all trust schools are universally speech and language friendly.

To work collaboratively with our Special Educational Needs Coordinators (SENDCos) to ensure that the needs of vulnerable children and young people are met.

To promote the Trusts' vision for world class safeguarding, model excellent practice and ensure that all role emerging trainees adopt and adhere to safeguarding policy, protocol and practice.

To provide training and continuing professional development opportunities to Trust staff as directed.

To demonstrate specialist knowledge in speech and language therapy and support the development of other staff in this area.

Through Early Help or Annual Review processes and in close collaboration with Designated Safeguarding leads and/or SENDCo’s as appropriate and per policies to initiate and/or contribute to multi-agency case discussions and management in relation to complex cases when the need for this has been identified through assessment and observation, including child protection issues, ensuring a well-coordinated care plan and pathway.

**Main duties and responsibilities**:

* To identify, collect, analyse, and interpret information and data from to effectively monitor pupil progress.
* To undertake a range of formal and informal assessments as indicated by the presenting of speech, language and communication difficulties (SLCD) and other factors, including analysis of understanding and use of voice, grammar, vocabulary, speech sounds, fluency, social use of language, non-verbal communication, carer-child interaction and play skills, and make judgements from these concerning prioritisation and future management.
* To reach differential diagnoses on the basis of assimilated evidence from formal and informal assessments – some of which may be conflicting, and with reference to typical and atypical developmental norms and research evidence.
* To prioritise and decide on appropriate levels of support, and to adapt and modify options based on extended clinical expertise whilst ensuring client/carers are fully involved in the decision-making process.
* To provide assessment and communication advice across The Promise School implementation by teachers, teaching assistants and other professionals as appropriate.
* To be responsible for writing and dissemination reports based on assessment and progress to appropriate internal and external professionals, including legal Education Health and Care Plans and/or documentation for child protection cases.
* To explain highly complex and sensitive case related information to meet a range of levels of understanding of school personnel, parents and carers, where anxiety often acts as a barrier and co-operation is not guaranteed. To recognise that the communication difficulty may be the first indicator of deeper more complex problems and to counsel parents and carers accordingly.
* To demonstrate empathy and reassurance when providing parents and carers with complex information that has long-term implications for educational and social development e.g. children whose communication difficulties are unlikely to resolve and there are lifelong implications.
* To monitor, recognise, assess and evaluate subtle changes in student’s conditions and adapt assessment and specialised treatment programmes accordingly.
* To negotiate with school personnel, carers/ parents and external professionals around individual case diagnosis and management where others have less specialist knowledge and/or experience in relation to SLCD, and differences of professional judgement can occur e.g. levels of priority for intervention and impact of the communication difficulty on accessing the educational curriculum.
* To be responsible for training others about speech & language development and disorders and how to manage these in different contexts to include: nursery staff, teachers, teacher assistants and relevant others.

* To reflect on practice both individually and with peers/mentors to identify own strengths and development needs.

**All schools in Dartmoor Multi Academy Trust are committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment.**

**The successful candidate will be required to undertake an Enhanced Disclosure via the Disclosure Barring Service (DBS).**

**Person specification:**

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| **Attribute** | **Essential** | **Desirable** |
| Experience | * Minimum 2 years post-graduate experience. * Significant Paediatric SLT experience. * Specialist knowledge in speech and language therapy. * Experience undertaking initial assessments using a wide range of assessment tools/methods. * Experience in the diagnosis, treatment and general management of a wide range of speech, language and communication difficulties across primary and secondary. * Experience writing and dissemination reports based on assessment and progress to appropriate internal and external professionals, including legal Education Health and Care Plans and/or documentation for child protection cases. * Experience delivering group and individual therapy. * Experience formulating pupil treatment plans in conjunction with parents and carers. * Experience setting outcome focussed therapy goals. * Experience supporting and advising parents/carers and other professional regarding strategies to help pupils with communication difficulties. * Experience working with children with additional needs. * Experience contributing to IEP and attending SEND annual review meetings. * Experience delivering training. * Experience working with SLT students. * Experience in the clinical education of SLT students. | * Experience working within special school or other additional needs settings. |
| Communication / Practical Skills | * Excellent verbal and written communication. * Excellent interpersonal skills to include observation, active listening and empathy. * Excellent clinical management skills. * Excellent caseload management skills. * Sound knowledge of safeguarding, consent etc. * Sound knowledge of current best practice within speech and language therapy/clinical conditions. * Ability to interpret data. |  |
| Personal Qualities | * Ability to work alone as well as part of a team. * Experience working as part of a multi-disciplinary team. * Ability to use initiative. * Excellent organisational skills. * Dynamic, highly motivated and reliable. * Flexible and willingness to travel across Trust sites to meet needs. * To maintain professional and service standards with adherence to local and national guidelines and clinical governance including confidentiality at all times. |  |
| Technology / IT Skills | * Proficient user of Microsoft Office. * Proficient user of relevant assessment tools. |  |
| Education and Training | * Degree or equivalent in speech and language therapy. * Hold professional registration with the Health & Care Professions Council and the Royal College of SLTs. | * Registered member of the RCSLT * Involvement in Clinical Excellence Network. |
| Physical | * Able to carry out the duties of the post with reasonable adjustments where necessary | * Occupation Health Pre-Placement Health Check |
| Equal Opportunities | * Dartmoor Multi Academy Trust is an equal opportunities employer and is committed to ensuring all employees are supported to meet their full potential. | |

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