

THE HARMONY TRUST

Speech, Language & Communication Therapy Practitioner

JOB DESCRIPTION

Job title: Speech, Language & Communication Therapy Practitioner

Working pattern: 36:40 per week (Full Year)

Salary range: NJC Grade 5 (£29,269 - £32,076)

Responsible to: Trust Leader for Special Educational Needs, Lead Speech and Language Therapist and / or The Director of Education

Core Purpose of the post:

To meet the requirements of the Advanced Speech and Language Therapy Support Practitioner as directed by Lead Speech and Language Therapist (S<) and as part of The Harmony Trust Inclusion Service. To be an enabler in the application of the Harmony Trust Inclusion Policy and the Special Educational Needs Policy. To support the Trust in delivering services beyond the trust including Professional Development Programmes and supporting partner schools.

Main Duties of the job:

- To work across a range of Academies and Schools both within the Harmony Trust (Derby Hub) and as part of our commissioned service under the supervision of a Speech and Language Therapist as a member of the Inclusion Service
- To actively lead the Communication Framework for the Trust liaising with the Speech and Language Therapist to directly lead, engage with and support the development of the Communication Champion in each academy
- To support the development of Communication Friendly Settings within The Harmony Trust Academies and schools outside of our trust as required
- To support the Speech and Language Therapist to develop and deliver an effective programme of CPD for others including programmes that can be delivered across local partnerships
- To devise (when appropriate), implement and carry out or model therapeutic interventions which have been set by the Speech and Language Therapist with pupils with a range of communication difficulties
- To work alongside the Speech and Language Therapist and educational colleagues to run therapy groups, carry out advice reviews
- To carry out routine intervention with direct and indirect supervision
- To support the delivery of a waved model of service (universal, targeted and specialist) as agreed with the Speech and Language Therapist
- To carry out specified observations (auditory and visual) and information gathering to contribute to the Speech and Language Therapist's assessment
- To demonstrate input to other educators and parents/carers, and to allocate suitable work and tasks to other members of the team (such as Teaching Assistants) and support them to complete same with high efficiency
- To independently provide training to parents and education staff under supervision and guidance from a therapist
- To design, prepare and organise therapy sessions, activities, resources, training material for own or others therapy
- To support the administrative work of the Speech and Language Therapy Service/Inclusion Hub and initiate appropriate administrative tasks when required
- To review and extend a programme, within their clinical skills and knowledge, providing feedback to the S< for further clinical decision making

- To use own initiative within sessions and to work independently and unsupervised when appropriate
- To provide shadowing opportunities and training for other support practitioners/TA's
- To provide mentoring and supervision to colleagues as required
- To complete case notes, collaborative working documents and other record keeping requirement following clinical sessions, liaison meetings and pupil contacts
- Demonstrate an understanding of child development and apply this knowledge within their role
- Understand the theoretical knowledge of phonology and language
- To uphold the inclusive ethos, values and aims of the Trust.
- To contribute to and follow the agreed policies, frameworks, and Strategic Plan of the Trust.
- To support the strategic direction of the Inclusion Service in providing excellent provision and meeting the needs of all pupils.
- To work as a member of a team, role modelling as a leader, contributing positively to effective working relationships within the academies.
- To engage actively in appraisal and Professional Development.
- To comply with the Trust Health and Safety policy and undertake appropriate risk assessments.
- To work collaboratively both inside and outside of the organisation to maximise opportunities to develop skills and practice and support income generation.

The post would suit a candidate who is looking for a challenging but rewarding opportunity to shape cross services collaboration.

The successful candidate will:

- have experience of working with children, have knowledge of SEND and be able to work as part of a team; be dynamic, motivated and creative, with excellent communication skills
- have high expectations of achievement
- be able to lead and develop others
- have the expertise to support the Trust Inclusion Service
- have experience of inclusion and supporting vulnerable families
- want to work at both an operational and strategic level within the organisation

We will offer you the opportunity to:

- make a difference and transform the lives of children
- work with a great team of colleagues and professionals
- work with our families who are supportive and appreciative
- career development through regular training, coaching and mentoring
- the opportunity to progress and work towards future roles within the Trust
- Lead and manage others

Support for pupils:

- Use specialist knowledge to support pupils' learning including Communication Friendly environments, and specialist support for those pupils with complex SEND being educated within our 'Inclusion Hubs.'
- Establish constructive, professional relationships with pupils, families, staff and other professionals in order to support pupils' learning.
- Follow advice from the Speech and Language Therapist and implement care plans in liaison with teaching staff.

- Support pupils through transitions within the academies and to / from the academies by advising and supporting transition plans.
- Attend relevant multi-disciplinary meetings as required.
- Contribute to the construction of Education Health and Care Plans by providing professional advice to the Speech and Language Therapist.

Support for staff:

- Liaise with the Speech and Language Therapist to support the planning and development of Speech, language and communication across the curriculum.
- Deliver Professional Development for staff as required / identified to develop their practice in relation to language and communication and to effectively deliver suggested programmes.

Support for the curriculum:

- Provide specialist advice and guidance to staff
- Support the Lead Speech and Language Therapist to develop a comprehensive S< development plan that aligns with the priorities of the Trust Strategic Plan and the Inclusion Service Action Plan.

Support for the academies:

- Attend and participate in regular inclusion team meetings as directed
- Participate in training and other related activities as required.
- Agree to undertake any other duties which may be reasonably required or construed as forming part of the remit of this post.

Support for The Harmony Trust:

- Be a member of the Development Team, providing effective CPD to colleagues within the Trust.
- Lead aspects of the Trusts external CPD offer working alongside the Lead Speech and Language Therapist and under the Director of Education to develop CPD Programmes.
- Deliver CPD programmes and provide support and guidance to schools outside the Trust as part of our partnerships and growth strategy.
- Make effective links with external agencies and work collaboratively with NHS S< and wider services.
- Evaluate the impact of the S< Provision and be accountable for its success.

General requirements:

Safeguarding

- To have due regard for safeguarding and promoting the welfare of children, ensuring robust policies, procedures and practices are in place to safeguard children in all academies in line with current legislation.
- An enhanced DBS on the successful candidate will be undertaken for this role.
- Be aware of and implement The Harmony trust's Equality policy.

Data Protection

- To ensure that all responsibilities under Data Protection Act (1984) or in the future General Data Protection Regulations 2018, for the security, accuracy and significance of personal data held on paper or electronic systems, are complied with. Health & Safety
- To manage and organise accommodation efficiently and effectively to ensure that all school buildings meet both needs and Health & Safety regulations.
- To ensure compliance with the Health and Safety at Work Act (1974) and schools' Health and Safety policies in all both premises and sites

PERSON SPECIFICATION

*Information for applicants: when completing the application form please remember that you are only required to supply relevant evidence to satisfy the emboldened criteria below

AF: Application Form I: Interview

	Criteria	Essential (E) Desirable (D)	How Assessed
Education and Qualification	NVQ III / BTech in Speech and Language Therapy or completion of other relevant course or Relevant prior experience in Speech and Language Therapy related to the job description and working with children	E	AF /I
	Demonstrates willingness to learn and develop	E	AF/I
Experience	Relevant practical work experience related to the clinical areas of this post	E	AF /I
	Experience of working with children, their families and schools/academies	E	AF /I
	Knowledge of Speech and Language Therapy interventions	D	AF /I
	Awareness of Safeguarding issues	D	AF /I
Skills	Good oral communication skills based on the fluency of the English language – spoken and written	E	AF/I
	Excellent interpersonal skills, able to listen well	E	AF/I
	Literate in IT/Computer skills and able to use a range of applications to support workload	E	AF/I
	Able to demonstrate empathy with pupils, parents/ carers and families	E	AF/I
	Able to organise work load and manage time independently	E	AF/I
	Demonstrates the ability to reflect on practice with peers/clinical supervisor	E	AF/I

	Knowledge or experience of mentoring and supervision of staff	D	AF/I
	Ability to innovate and create new ideas	D	AF/I
Work circumstances	Requirement to work flexibly to meet the demands of the post including some evening and weekend work	E	AF/I
	An Enhanced Disclosure and Barring check is required	E	AF/I
	Full clean driving licence (casual car allowance is payable with the appropriate insurance cover for business use)	D	AF/I