



**Job Description: Speech & Language Therapist**  
**Registered Member of the Health Professions Council**

<b>Post title</b>	Speech & Language Therapist
<b>School:</b>	Arbour Vale School
<b>Salary and grade:</b>	Level 7 SCP 31-36 FTE (£44,044.00 – £50,122.00) Actual £40,375.57– £45,947.33)
<b>Line manager/s:</b>	Therapies Manager
<b>Supervisory responsibility:</b>	

### **Purpose of the post**

The Specialist Speech and Language Therapist post provides for pupils with physical disabilities, severe, moderate, and profound and multiple learning difficulties, and complex needs.

The Speech and Language Therapy Team is part of a Multidisciplinary Therapy Team at the school provided by the school. Duties include the delivery of therapy intervention ensuring that the speech, language, and communication programmes are integral to the pupils' educational and developmental programme.

- To provide Speech and Language therapy for students attending Arbour Vale School through individual, group and/or teacher directed therapy sessions.
- Provide assessment for current and prospective pupils as needed.
- To lead/contribute to training of professional education staff and others as required.
- To provide written documents/reports as needed to a high professional standard.

### **Key responsibility areas**

- To be responsible for the delivery of specialist speech and language therapy services at Arbour Vale School including assessment, diagnosis, and therapy specifically for out of borough pupils and others as directed.
- To provide specialist intervention demonstrating clinical effectiveness using evidence-based practice and outcome measures while being able to adapt practices to meet individual pupils' need.
- Provide specialist therapy services utilising a variety of service delivery models including individual, joint, multidisciplinary, group and teacher directed sessions.
- To use specialist knowledge of standardised assessment and other assessment tools in combination with advanced reasoning skills to record baseline measures and/or differential diagnoses.
- Management of a highly complex and demanding caseload of children with physical disabilities, severe, moderate or profound learning difficulties and complex needs.

- Develop and implement speech and language programmes for individual and groups using expertise to create innovative and effective ways of working where appropriate to maximise individual students' potential.
- Provide speech and language targets for integration into the educational curriculum as part of each students' IEP in consultation with parents, teachers and other multidisciplinary staff.
- Plan, implement and evaluate joint sessions with members of the multidisciplinary team, incorporating speech and language therapy targets.
- To attend and participate in regular multidisciplinary team.
- To regularly monitor and review the students' ongoing communication needs.
- Liaise closely with all staff to support implementation of appropriate communication strategies on a daily basis.
- To actively support other staff members when they identify the communication needs of students by brainstorming, supporting, and implementing possible solutions.
- Devise and write intervention programmes for implementation by Specialist Teaching Assistants (STAs).

### **Professional Duties and responsibilities**

- To deliver all aspects of speech and language therapy intervention according to relevant evidence based practices.
- Provide reports to contribute to the students' annual reviews
- Maintain records of intervention according to professional standards
- Maintain professional status and competence at a specialist level, taking responsibility for keeping own knowledge and skills up to date by engaging in continuing professional development and maintaining a portfolio of CPD.
- To attend regular clinical supervision with a suitably experienced SALT.
- To attend externally accredited training programmes e.g. Picture Communication Exchange System (P.E.C.S.), AAC, Eye Gaze in order to take responsibility to contribute to the training of others including staff and parents.
- Identify professional development evidenced within an annual appraisal with line manager.
- Liaise with the Therapies Manager on a regular basis to discuss caseloads.
- To manage the emotional consequences of working with children with physical disabilities and complex needs and be aware of the needs, demands and pressures on their families.
- To have knowledge of and work within the framework of relevant procedures including Safeguarding/Child Protection etc.
- Demonstrate knowledge of and adhere to RCSLT professional and clinical guidelines.
- To maintain registration with the Health Professions Council as a practising Speech and Language Therapist.
- Represent Arbour Vale school at multi agency meetings where appropriate.

### **Safeguarding, Behaviour and attitudes**

- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of all pupils.
- Have high expectations of behaviour, promoting self-regulation and independence of all learners.
- Build relationships with families and external agencies, working collaboratively to ensure the best outcomes for all pupils.

### Interpersonal and Communication Duties

- Communicate in a clear, concise, and culturally appropriate manner to students, staff and family members.
- Be effective in seeking relevant information from other professionals and staff in order to make differential diagnosis and to plan to meet the student's needs.
- Explain the role of SLT to visitors, parents, students, and volunteers as required.
- Effectively motivate students and staff to engage in the therapy by utilising a range of activities, strategies, and techniques.
- Attend and participate in relevant clinical, care and organisational meetings as required.
- Negotiate across a range of issues with others around case management of complex cases.
- To promote positive relationships with pupils, families, and staff.
- To effectively use IT including Microsoft Word, email, internet to write reports.
- Ensure that parents/staff are involved in the planning and prioritisation of their programmes wherever possible.

### Organisational Management

- To organise own caseload balancing case management, team responsibilities and time allocation towards school, professional and personal objectives.
- To be flexible to the demands of the environment including unpredictable events, deadlines, and frequent interruptions.
- Monitor own resource levels and requirements in own areas and source and request new equipment and resources as appropriate.
- Attend and participate in meetings including Annual Reviews, school, multidisciplinary, staff and SLT.
- Undertake any mandatory training and induction courses as requested by the Principal.
- Contribute to the development of related new policies for the school.
- To be responsible for security, care, and maintenance of SLT equipment including switches, toys, IT and communication aids and reporting maintenance issues efficiently and quickly.

### Education & Research Duties

- Contribute to planning and delivering of training (both formal and informal) to parents, teachers and other school staff in speech, language and communication disorders related to children with physical and complex disabilities e.g. Hi-Tech AAC training, Makaton.
- To participate in the induction of new staff members to Arbour Vale School.

- To work closely with the teaching team and other therapists to agree on and implement the use of new symbols and approaches in the school and to construct/adapt appropriate communication resources for various curriculum and play activities during the day.
- Assessment, management, and provision of individual children's communication aids/mounting systems/PODD books/vocabulary including determining appropriateness of new equipment/symbols and resources.
- To agree with the school and ensure the consistency of symbols used throughout the school and to advise staff on symbols and resources.
- To maintain an up-to-date knowledge of new techniques and development within the field of AAC and speech and language development and appraise and implement new interventions as appropriate.
- To engage in reporting on clinical practice, evidence-based practice, and research in order to improve services to pupils.
- To participate in research projects and to collect and provide research data as appropriate.

### **Strategic direction and development**

The Speech & Language Therapist will:

- Ensure appropriate monitoring and reporting systems are implemented to support planning and the efficient and effective deployment of resources.
- Ensure compliance with legislation and school and trust policies relating to the role.

### **Quality of Provision**

The Speech & Language Therapist will:

- Ensure EYFS pupils receive learning and support in compliance with their Education, Health Care Plans
- Ensure 'best value' through accurate and detailed provision mapping of individual students needs as identified in their EHCP.
- Promote the Academy's commitment to child protection and safeguarding (including e-safety) within the curriculum.

### **Leading and managing staff**

The Speech & Language Therapist will:

- Exercise effective staff management, lead and motivate others and generate effective working relationships at all levels.
- Optimise the contribution of all staff to maximise opportunity and the range of support services available to all students.
- Create and maintain good working relationships among all members of the Academy community.
- Work collaboratively with others to develop effective professional relationships.
- Make a positive contribution to the wider life and ethos of the school

### **Efficient and effective use of resources**

The Speech & Language Therapist will:

- Ensure effective use of funding streams, to maximise impact/student benefit.

## Accountability

The Speech & Language Therapist will:

- Work closely with and report to the Therapies Manager.
- Provide information, objective advice, and support to the Local Governing Body to enable it to meet its statutory responsibilities.
- Present a coherent and accurate account of student progress identifying interventions and evidencing impact in a form appropriate to a range of audiences, including parents/carers and pupils/students.
- Work with other schools and partners, locally, nationally, and internationally, as appropriate.

**The Speech & Language Therapist will undertake such other reasonable professional duties commensurate with the Post as directed by the Principal.**

**Signature of post holder:**

**Date:** / /

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**Signature of Principal:**

**Date:** / /

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