



Job Title: Speech and Language Therapist

Responsible to: Headteacher

Job Purpose:

- To work cooperatively within the Speech and Language Therapy department to provide assessments and intervention programmes.
- To develop, implement and evaluate specialist programmes of therapy that meet the diverse needs of the school's pupils
- To develop the communication skills of individual pupils by working collaboratively with other school staff in the assessment, therapy and support of pupils
- Promote an ethos which sees communication as central to the culture of the school by linking a communication-informed approach to all areas of the curriculum including positive behaviour support.
- To write concise and clear speech and language reports to contribute to annual reviews

Salary and Terms of Employment

- Starting salary £38,682 (pro rata for TTO) Dependant on qualifications and experience
- Term time only
- St John's Catholic Specialist School Terms & Conditions of employment
- This role would be suitable for candidates with knowledge and experience in line with agenda for change band 6. We would also consider applications from individuals looking for a band 5/6 development post.

1	Clinical Responsibilities
	• To deliver Speech and Language Therapy to all pupils at St John's School including those with additional & complex profiles of need. The role involves working collaboratively with teachers, LSAs, care staff, other therapists as well as alone. Work may include direct individual, paired or group therapy, assessment and monitoring through formal or informal approaches, liaison and planning with colleagues in school or outside professionals, providing advice, recommendations and training for parents/ carers, colleagues in school or outside professionals or agencies. • To maintain case records in line with departmental policy/ RCSLT & HCPC clinical guidelines, including setting termly targets and targets for MAPP and pupil progress reviews • To assess pupils at least annually in areas, appropriate to each pupil as well as producing a report for the pupil's annual review • To provide information about communication and language in order to support other staff/ professional groups to enhance the learning opportunities of all the pupils at St John's • To be actively involved in the school admissions process by carrying out initial assessments and assisting with transition planning. • To liaise with the NHS dysphagia therapists to support on going and new concerns for pupils with any feeding and swallowing difficulties. To take a lead role in the school management of dysphagia recommendations, reviewing feeding mats, creating and updating risk assessments and training staff
2	Professional Responsibilities
	• To keep up to date with clinical research in speech and language therapy for deaf children and young people, education and related fields in order to maintain best practice in school • To maintain all requirements of RCSLT and HCPC (Health and Care Professionals Council) membership and standards of practice, including undertaking SaLT specific CPD • To participate when required to the supervision and training of SaLT students • To be able to take on responsibilities commensurate with experience over and above clinical casework • To attend school-based INSET and staff meetings and participate in the delivery of staff CPD. Support the delivery of training to develop the understanding and practice of staff across the school, using a variety of means such as whole school training, modelling in the classroom, discussions with staff and contributing to multidisciplinary meetings. • To attend annual reviews as directed and indicated by clinical work with pupils in discussion with the chair of the annual review. • To attend parent's afternoons, which are held annually in the spring on a Saturday afternoon • To be familiar and adhere to the school's policies and guidelines e.g. safeguarding, health and safety, positive behaviour and emotional regulation support, using whole school approaches such as the Zones of Regulation and Thrive.
3	Other
	• Maintain confidentiality at all times in respect of school-related matters and to prevent the disclosure of confidential and sensitive information. • Undertake any duties of a similar level and responsibility as may be required by the Head teacher or Governors.

	• Undertake training and development activities. • Establish constructive relationships and communicate with other staff and external agencies. • To assist in play/leisure time/lunchtime supervision of pupils according to a rota system • Play a full part in the life of the school community, supporting the ethos, code of conduct and policies. •
4	Any other duties
	• Initiate developments in service delivery which are innovative and utilize ICT potential to facilitate pupil progress while in school and learning remotely. • To be familiar with behaviour management strategies and implement these according to the individual pupils' Behaviour Management Plans • To provide advice when learning and behaviour strategies are being planned. • To support the meeting of objectives within the school development plan

St John's Specialist Catholic School and all its personnel are committed to safeguarding and promoting the welfare of children and vulnerable adults

Person Specification		
	Essential	Desirable
Recognised RCSLT (Royal College of Speech and Language Therapists) qualifications to degree level	✓	
HCPC (Health and Care Professionals Council) registration	✓	
Member of the RCSLT (Royal College of Speech and Language Therapists)	✓	
Evidence of participation in continuous professional development	✓	
Member of clinical excellence networks	✓	
Experience as a practising SaLT		✓
Experience of supporting complex needs and autism or other relevant specialism		✓
Excellent written and verbal communication skills	✓	
Excellent IT and word processing skills	✓	
A commitment to focus on the needs of each child and respond flexibly to these	✓	

An ability to listen carefully and communicate effectively	✓	
Ability to engage positively with young people with a wide range of communication and language needs	✓	
Be honest and open; act with integrity, and respect confidentiality	✓	
Work reliably to a high standard and within agreed procedures	✓	
Able to organise/ plan effectively and work accurately to meet deadlines	✓	
Understand and respect the role of all colleagues and work collaboratively	✓	
Committed to professional development and continuous improvement	✓	
Act at all times in the best interests of the school and its pupils	✓	
Experience working with autistic young people		✓
Autism training and approaches such as Lego therapy, and SCERTS		✓
Evidence of Augmentative and Alternative Communication Methods		✓
Evidence of advanced communication training/ experience e.g. Intensive Interaction		✓
Signing to Foundation Level (Makaton)		✓
Signing to Level 1 (BSL)		✓
Training in managing challenging behaviour		✓
Evidence of collaborative practice with multi-disciplinary teams and education		✓
Training and presentation experience		✓