

Speech & Language Therapist

Salary Grade: UKAT Band G
Hours: 37 hours per week / Term time only
Responsible to: Lead Speech & Language Therapist

Purpose and Vision

To provide Speech and Language and therapy for students with speech and language needs and learning difficulties with underlying speech, language and communication needs in our mainstream and specialist provision settings. This will involve planning, preparing and delivering specific individual, group and joint teacher/SLT intervention sessions.

As a team member you will be working with a number of stakeholders (teachers, educational psychologists, SENCo's and other therapists) to share your expertise. This will include assessing current and prospective students as required as well as contributing to and writing professional reports for annual reviews of EHCPs and monitoring reports to support students learning and progression. Part of your role will be to provide advice and training to teachers, TAs (Teaching Assistants) and parents regarding the Speech, Language and Communication needs of individual students.

Knowledge and Skills

- HCPC registered as a qualified Speech and Language Therapist
- Experience of working with young people with a range of communication and learning needs
- Experience of multi-disciplinary and multi-agency team working
- Excellent organisational and communication skills
- Good level of Information and Communication Technology (ICT) skills
- Some knowledge of effective teaching methods
- Some knowledge of national curriculum standards
- Some knowledge of skills and operating systems within schools

Principal Responsibilities

- Working alongside the Lead Speech & Language Therapist, to be jointly responsible for the delivery of specialist speech and language therapy services both within the specialist centre and mainstream at Brompton Academy including assessment, diagnosis and intervention planning with regard to EHC plans
- Provide specialist intervention demonstrating clinical effectiveness by the use of evidence-based practice and outcome measures while being able to adapt practices to meet individual students' need.
- Provide specialist therapy services utilising a variety of service delivery models including individual, joint, multidisciplinary, group and teacher directed sessions.
- To work closely with the teaching team and other therapists to agree on and implement the use of new approaches in the school and to construct/adapt appropriate communication resources for various curriculum and social activities during the day.
- Use specialist knowledge of standardised assessment and other assessment tools in combination with advanced reasoning skills to record baseline measures and/or differential diagnoses.
- 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' individual plans in consultation with parents, teachers and other multidisciplinary staff.
- Plan, Implement and evaluate joint sessions with members of the Eliot team (specialist provision) incorporating speech and language therapy targets.
- Attend and participate in regular multidisciplinary team meetings.

- Regularly monitor and review the students' ongoing communication needs in and out of the classroom.
- Liaise closely with all staff to support implementation of appropriate communication strategies on a daily basis.
- Actively support other staff members when they identify the communication needs of students by problem-solving, supporting and implementing possible solutions.
- Supervise/manage the work of Teaching Assistants and other support staff, offering advice, support and guidance on a regular basis
- Devise and write intervention programmes for implementation by TAs and SLT Assistant.
- Provide reports to contribute to the students' annual reviews.
- Maintain records of intervention according to professional standards
- Working alongside the Therapy lead, centre lead and SENCOs to assess suitability of prospective students who are referred

Interpersonal and Communication

- To communicate in a clear, concise and culturally appropriate manner to students, staff and family members.
- To 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.
- To explain the role of SLT to visitors, parents, students and volunteers as required.
- To effectively motivate students and staff to engage in the therapy by utilising a range of activities, strategies and techniques.
- To effectively contribute to the SLT therapy and multidisciplinary team by discussing SLT and team input for students to ensure a well-coordinated service.
- To negotiate across a range of issues with others around case management of complex cases.
- To promote positive relationships with students, families and staff.
- To effectively use IT including Microsoft Word, email, internet to write reports and upload information onto the MIS (SIMS)

Professional and Other Duties

- 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.
- Lead/jointly lead Speech and Language Therapy meetings to support departmental planning, joint caseload management and organisational duties.
- Support SLT clinical training placements as required.
- Collaborate with other members of the Speech and Language team. This may include regular peer supervision, joint planning and therapy sessions.
- Access regular clinical supervision to maintain HCPC/RCSLT requirements
- Demonstrate knowledge of and adhere to HCPC and RCSLT professional and clinical guidelines.
- Represent the school at multi agency meetings where appropriate.
- Recognise and respond effectively to equal opportunities issues as they arise, including challenging stereotyped views, bullying or harassment.
- As an employee to comply with the duty, under the Health & Safety at Work Act of 1974 and other relevant legislation, to take reasonable care when carrying out work duties and other activities, to avoid injury to oneself or to others, and to co-operate with the employer and others in meeting statutory requirements.
- To ensure complete commitment and compliance with safeguarding policies and procedures and promote the welfare of children and young people.
- To be flexible to the demands of the environment including unpredictable events, deadlines and frequent interruptions.
- To attend any mandatory training and induction courses as requested by the Principal.
- To participate in the whole staff performance management process.

Speech & Language Therapist – Person specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Recognised Speech and Language Therapy qualification at graduate or post-graduate level Licence to practise as an SLT with the HCPC Registered member of RCSLT 	<ul style="list-style-type: none"> Evidence of successful completion of relevant specialist post-graduate courses
Experience	<ul style="list-style-type: none"> Post graduate experience of working with a wide range of communication needs in children including speech and language disorders, ASD, learning and communication needs associated with other neuro-developmental disorders (N.B: newly qualified practitioners may be considered and supported through their preceptorship) 	<ul style="list-style-type: none"> Experience working with secondary-aged students Experience working in an educational setting
Special Knowledge/Expertise	<ul style="list-style-type: none"> Good working knowledge of assessment tools relevant to secondary-aged pupils Knowledge of a range of evidence-based intervention approaches relevant to secondary-aged pupils Well-developed knowledge of standards of record keeping 	<ul style="list-style-type: none"> Knowledge of outcome measures An interest in social-emotional-mental health needs associated with SLCN
Disposition, Attitude and Commitment	<ul style="list-style-type: none"> Ability to work as part of a team as well as independently Resilience Flexible approach to work practice A genuine interest in young people with communication needs A willingness to continue CPD 	
Practical/intellectual skills	<ul style="list-style-type: none"> Creative and flexible thinking 	

	<ul style="list-style-type: none">• Excellent interpersonal skills including observation, listening and empathy skills• Good negotiation and problem solving• Good analytical and reflective skills• Good presentation skills, both written and verbal• Good organisational skills• Prioritisation skills• Proficiency in basic IT	
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