**Speech and Language Therapist**

**Permanent opportunity**

JOB DESCRIPTION

|  |
| --- |
| **Job Title:** Speech and Language Therapist (SaLT)  **Working Pattern:** 36 hours 40 minutes per week  **Salary Range** Grade 5-6 SCP 18 – 27 (£30,599 - £37,035  pro rata to hours and weeks worked)  **Responsible to:** Team Lead Speech and Language Therapist  **Flexible working patterns are welcomed** |

**Core Purpose of the post:**

To meet the requirements of a SaLT role working closely with our Team Leads, Specialist SaLT and Support Practitioners. The successful candidate will deliver high quality, evidence-based interventions in line with national guidance with children with a wide range of speech, language and communication needs (SLCN). You will work across our Northwest Academies supporting pupils with Complex Needs with further opportunity to support pupils within our mainstream classes. The successful candidate will have many CPD opportunities, be supported to complete RCSLT NQP competencies (if required) and be responsible for their own autonomous practice ensuring effective patient care is maintained.

**Key areas of responsibility:**

1. To uphold the inclusive ethos, values and aims of the Trust
2. To contribute to and follow the agreed policies, frameworks and Strategic Plan of the Trust
3. To support the strategic direction of the Harmony Trust Inclusion Service in providing excellent provision and meeting the needs of all pupils
4. To plan, provide and evaluate interventions within an identified clinical area.
5. Keep accurate records and provide written reports/care plans
6. To work as a member of a team, contributing positively to effective working relationships within the academies
7. To support our Advanced Speech and Language Therapy Support Practitioners to carry out interventions set in your care plans
8. To engage actively in appraisal and Professional Development
9. To comply with the Trust Health and Safety policy and undertake appropriate risk assessments
10. Deliver an effective programme of CPD for others including programmes that can be delivered across local partnerships
11. To work with the SALT Team to ensure that all Trust schools are working towards creating environments that Communication Friendly

**Support for pupils:**

1. Establish constructive, professional relationships with pupils, families, staff and other professionals to support pupils’ learning
2. Use specialist knowledge to complete SaLT assessments with pupils’ with complex needs being educated within our ‘Inclusion Hubs’
3. Write reports and set targets for therapy, effectively monitoring and reviewing progress and care plans
4. Provide intervention on an individual or group basis
5. Support pupils through transitions within the academies and to / from the academies by advising and supporting transition plans.
6. Attend relevant multi-disciplinary meetings as required.
7. Contribute to the construction of Education Health and Care Plans by providing professional advice.

**Support for staff:**

1. Analyse intervention outcome information and support with EHCP/IP target setting education
2. Support the delivery of Professional Development for staff as required / identified to develop their practice in relation to language and communication and to effectively deliver suggested programmes
3. Support staff to develop the communication environment
4. Provide support for our Advanced Speech and Language Therapy Support Practitioners

**Support for the academies:**

1. Attend and participate in regular inclusion team meetings as directed
2. Participate in and deliver training and other related activities as required
3. 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:**

1. Be a member of the Harmony Trust Development Team, providing effective CPD to colleagues within the Trust
2. Deliver aspects of the Trusts external CPD offer working alongside the Team Lead Speech and Language Therapists to develop CPD Programmes
3. Deliver CPD programmes and provide support and guidance to schools outside the Trust as part of our partnerships and growth strategy
4. Make effective links with external agencies and work collaboratively with NHS SaLT and wider services
5. Evaluate the impact of the SaLT Provision and be accountable for its success

**General requirements**

**Safeguarding:**

1. 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
2. An enhanced DBS on the successful candidate will be undertaken for this role
3. Be aware of and implement The Harmony trust’s Equality policy

**Data Protection:**

1. 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:**

1. To manage and organise accommodation efficiently and effectively to ensure that all school buildings meet both needs and Health & Safety regulations
2. To ensure compliance with the Health and Safety at Work Act (1974) and schools’ Health and Safety policies in all both premises and sites

In line with our ‘GreatPlace2Work’ policy and vision we are excited to hear from candidates interested in a range of working patterns. We welcome discussions regarding flexible working such as (but not limited to):

* Full time working patterns
* Term time working patterns
* Reduced hours