

# PERSON SPECIFICATION



## Apprentice Speech and Language Therapist

The Person Specification is a picture of skills, knowledge and experience needed to carry out the job. It has been used to draw up the advertisement and will be used in the short listing and interview process for this post. Therefore, it is important you address all the requirements below when completing your application form.

Attributes		Essential/ Desirable	✓/x
Qualifications	English and Maths level 2 (GCSE A*-C or equivalent) qualification	Essential	
	Level 3 qualification	Essential	
	Commitment to study to degree level (2 years HAP, 2 years SaLT)	Essential	
Knowledge and Understanding	Evidence of further study or learning beyond school qualifications	Desirable	
	A secure understanding of educational inclusion	Essential	
	Knowledge and understanding of the role of the Academy within its community	Desirable	
	An understanding of Speech and Language Therapy	Desirable	
	The ability to recognise and address underachievement	Essential	
	The ability to develop an Academy ethos which values each individual and challenges discrimination	Essential	
	An understanding of education and specifically education in special schools	Desirable	
	An understanding of the implementation of equal opportunities practice throughout the school	Essential	
	An understanding of the promotion of community education and parental and community involvement to raise levels of achievement	Desirable	
	An understanding of and commitment to joint practice development	Essential	
Experience	Successful experience in working with children with complex needs	Desirable	
	Experience of work in special educational needs settings	Desirable	
	An understanding of effective liaison with other agencies and understanding of their roles	Desirable	

<b>Skills</b>	The ability to develop and implement appropriate strategies and structures to maximise the levels of communication and interaction achieved by pupils at the school with training	Essential	
	The ability to judge the quality of interactions with staff and pupils accurately and provide and receive constructive feedback which is acted upon with training	Essential	
	The ability to problem solve in a way that leads to positive outcomes	Essential	
	Effective planning skills	Essential	
	Ability to set clear targets for improvement and consistently monitor and evaluate progress towards them	Essential	
	To communicate clearly and effectively using a range of methods, as appropriate, to a variety of audiences	Essential	
	To jointly plan and support programmes to ensure positive behaviour support with the co-operation of all staff with training	Essential	
	To demonstrate the ability to use technology	Essential	
<b>Qualities</b>	A commitment to high standards of pupil achievement	Essential	
	Be confident in maintaining and developing good, sensitive, professional relationships with children, parents, staff, governors and the wider community	Essential	
	An excellent aptitude for handling the pace of change	Essential	
	The ability to recognise when their own skills and experience need further support in order to meet the needs of the school	Essential	
	Enthusiasm and openness to ideas	Essential	
	A proactive approach to innovation	Essential	