

# PERSON SPECIFICATION

## 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	NQP or fully qualified SaLT status	Essential	
	HCPC registered	Essential	
	Fully qualified SaLTs: evidence of relevant in-service training in the last 2 years	Essential	
	A good honours degree	Essential	
	Advanced qualifications	Desirable	
Knowledge and Understanding	A secure understanding of educational inclusion	Essential	
	Knowledge and understanding of the role of the Academy within its community	Desirable	
	A sound understanding of SaLT assessment, recording and reporting	Essential	
	The ability to recognise and address underachievement	Essential	
	The ability to develop an Academy ethos which values each individual and challenges discrimination	Essential	
	Knowledge and understanding of current SaLT developments	Essential	
	Knowledge and understanding of the major strategy initiatives and changes in education currently facing all schools and specifically special schools	Desirable	
	The use of assessment to measure achievement for pupils with severe and complex learning difficulties	Essential	
	The implementation of equal opportunities practice throughout the school	Essential	
	The promotion of community education and parental and community involvement to raise levels of achievement	Essential	
	An understanding of and commitment to joint practice development	Essential	
Experience	Successful experience in managing staff and resources	Desirable	
	Experience of work in special educational needs settings	Desirable	
	Knowledge of and experience of using assessment tools	Essential	

	Effective liaison with other agencies and understanding of their roles	Essential	
	Experience of leading in-service training	Desirable	
	Experience of working with and reporting to governors	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	Essential	
	The ability to judge the quality of interactions with staff and pupils accurately and provide and receive constructive feedback which is acted upon.	Essential	
	The ability to resolve conflict in a way that leads to positive outcomes	Essential	
	Effective planning and delegation skills	Essential	
	Ability to set clear targets for improvement and consistently monitor and evaluate progress towards them	Essential	
	To plan and manage a budget	Desirable	
	To communicate clearly and effectively using a range of methods, as appropriate, to a variety of audiences	Essential	
	To ensure the successful implementation of change, including the Academy development plan	Essential	
	To jointly plan and support programmes to ensure positive behaviour support with the co-operation of all staff	Essential	
	To be an excellent practitioner	Essential	
	The ability to manage and balance short and long term priorities in a challenging environment	Essential	
	To demonstrate the ability to use technology to support pupils learning and communication	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	