

Post: Speech and Language Therapist

Responsible to: Senior Leadership Group

Pay scale: Scale 7 Point 19-24 (£21,747.31- £24,855.67 actual)

Hours: 37 hours (8.00am – 4.00pm with 30 minutes lunch) Term Time plus Non-Pupil Days

Job Purpose and Scope:

Working as part of our established therapy team, alongside our current speech and language therapist providing a therapy service for pupils within our school. To raise standards of achievement in speech and language of pupils. This will include the assessment, treatment and management of speech, language and communication disorders and needs. To provide advice, support, guidance and training to Teachers, Lead Co-Educators and parents/carers. The post-holder is required to work as part of a multidisciplinary team with teaching and other staff and parents and to provide training of staff. They will take particular responsibility for the planning and delivery of communication sessions to groups of students of differing ages and abilities. She/he will also contribute actively to the development of the Speech and Language Therapy Department.

- To provide clinically effective, person centred and evidence-based speech and language therapy assessment and intervention to learners with speech, language and communication needs including students on the autistic spectrum.
- To monitor and evaluate students' progress in relation to therapy targets and programmes.
- To provide support and training to all teaching and support staff with regard to effective communication strategies. This may include training workshops and training specific to individual learners and/or environments.
- To be part of the wider school community contributing to the ethos and values promoted and to be involved in all aspects of school life.

FUNCTIONAL LINKS:

The Speech and Language Therapist will be expected to work in collaboration with allied professionals and will need to maintain links with a variety of bodies. These will include:

1. Pupils and their parents/carers and advocates
2. School staff
3. Other professionals working with pupils
4. Community Services
5. Relevant Primary Care Trusts

DUTIES & RESPONSIBILITIES:

CLINICAL

- To carry out clinical observations, informal and formal assessments of children and analyse the results reflecting on own knowledge and experience and seeking more specialist advice as required.
- To plan and implement child-centered individual and/or group interventions in association with education staff.
- To monitor, evaluate and modify intervention in order to measure progress and ensure effectiveness of intervention.
- To liaise with all team members and family/carers in order to provide a co-ordinated approach and ensure speech and language therapy input is integrated into learner's objectives.
- To report to other team members regarding speech and language therapy interventions and communication programmes.
- To support the school in creating a communication friendly environment for all pupils and sharing strategies for differentiating curriculum resources to assist the learning and communication of all pupils.
- To source and share innovations to improve the work of the Speech and language Therapy department.
- To work with teaching staff in order to plan and prepare programmes of work which are appropriate for pupils with language and communication difficulties and which encourage pupil engagement and understanding.

- To monitor new developments in specialised equipment and communicate with manufacturers.
- To instruct those working with the learner how to correctly use the equipment and set guidelines for its use.
- To attend child-centred planning meetings for pupils.
- To select and use appropriate formal and informal assessment tools. To analyse, interpret and report results in accordance with best practice guidance.
- To report assessments findings in a timely manner and ensure key findings and recommendations are included in the pupil's SALT reports and EHCP plans.

ADMINISTRATION & MANAGEMENT

- To manage a caseload and time effectively, prioritising work as required.
- To complete and maintain accurate speech and language therapy case notes in accordance with RCSLT best practice guidance.
- To address issues of confidentiality, consent and sharing of information throughout assessment and intervention according to GDPR regulations.
- To be responsible for equipment used in carrying out duties, and to adhere to departmental equipment policy, including competence to use equipment and to ensure the safe use of equipment by others through teaching, training and supervision of practice.

PROFESSIONAL

- To be accountable for own professional action and recognise own professional boundaries, seeking advice where appropriate.
- To be aware of the sensitivity required to work closely, effectively and in a professional manner with children, parents/ carers and other professionals.
- To respect the confidentiality, individuality, values and cultural and religious diversity of pupils.
- To undertake school induction programmes and on-going training, including child protection and safeguarding, health and safety and risk management training.
- To participate in staff meetings, department meetings and liaison meetings with other professionals.
- To promote awareness of the role of speech and language therapy within the school and home community.
- To maintain personal development through the use of off-site and in-house training, contact and involvement with relevant special interest groups, attendance of in-service training, and review of literature as required.
- To provide second opinions, specialist advice and teaching to other speech and language therapists and other professionals, as required.
- To maintain own clinical professional development (CPD) by keeping abreast of new developments within the profession and ensure that practice is based on best available evidence and that learning outcomes are recorded in a manner appropriate to RCSLT and HCPC requirements.
- To review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal, audit and outcome measures.
- To comply with the Royal College of Speech and Language Therapists (RCSLT) Clinical Guidelines.

GENERAL

- To be aware and comply with the School Health and Safety Policy and Procedures and implement any policies that may be required to improve the safety of the work area, including the prompt recording and reporting of accidents and incidents, and ensuring that equipment used is safe.
- To comply with and promote the School Equality and Diversity Policy.
- To be aware of and comply with all other School policies and procedures.
- To participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with the line manager.
- The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.
- To undertake such other duties of a similar nature from time to time as may be required by the Head Teacher

This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties that fall within the grade of the job, in discussion with the line manager/Head Teacher

Must hold relevant degree in Speech and Language and have a HCPC license