



Person Specification

Speech and Language Therapist (SaLT) Assistant (NHS Band 4 equivalent)

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should mention any experience you have had which shows how you could meet these requirements when you fill in your application form. If you are selected for interview you may be asked also to undertake practical tests to cover the skills and abilities shown below

	Essential Criteria	Desirable Criteria	Evidence
TRAINING & QUALIFICATIONS	<ul style="list-style-type: none"> 5 GCSEs or equivalent including English and Maths. 	<ul style="list-style-type: none"> A levels, or equivalent qualification. Qualification in working with children and/or adults. 	Application form Certificates Interview
EXPERIENCE	<ul style="list-style-type: none"> Experience of working with people with learning disabilities. Experience of working with children 	<ul style="list-style-type: none"> Experience of working in an educational setting. Experience of working with individuals with complex communication needs 	Application form Interview
KNOWLEDGE & SKILLS	<ul style="list-style-type: none"> Strong communication skills (verbal and non-verbal), written and oral. Knowledge of safeguarding Knowledge of the therapy assistant role Ability to use a variety of methods to support therapy interventions to students/carers and staff. Basic IT skills and ability to use standard packages. Ability to motivate client group. 	<ul style="list-style-type: none"> Knowledge of communication aids Knowledge of using therapeutic techniques Experience in training, teaching or upskilling others. 	Application form Interview

	<ul style="list-style-type: none"> ○ Ability to work under pressure. ○ Good personal organisation skills. ○ Understanding of team dynamics and ability to work as part of a team. ○ Knowledge of different learning and physical disabilities ○ Awareness of basic health, safety and risk issues in the workplace. 		
OTHER	<ul style="list-style-type: none"> ○ Commitment to client-centred, non-discriminatory practice ○ Commitment to life-long learning. ○ Willingness to learn specific SaLT approaches and therapeutic techniques. ○ Willingness to work flexibly. 		Application form Interview
PERSONAL QUALITIES	<ul style="list-style-type: none"> ○ Approachable, kind and caring ○ Able to adapt quickly to changing priorities ○ Demonstrates empathy and sensitivity ○ Work in a professional manner at all times ○ Ability to manage some difficult situations with learners including complex needs and behaviours that challenge 		Application Form Interview