

Grove Park Academies

Aspire School

JOB DESCRIPTION

**Name**

**Title of Post** Speech and Language Therapist

**Accountable to** Headteacher/Lead Speech and language Therapist

**Team Membership**  Therapy Team

**Salary** Kent Range 8 + SEN Allowance

**Job purpose:**

1. To contribute to and embed vision for communication across the school.
2. To be responsible for the assessment, implementation and documentation of all speech and language therapy interventions.
3. To work collaboratively with all staff in order to ensure speech and language therapy is integrated into curriculum planning and delivery.
4. To maintain and develop highly specialist knowledge in ASD approaches, advising, supporting and providing training for school staff and parents.

**Specific Duties**

Project work

* To contribute and participate in projects related to the school improvement;
* To adapt our service to new ways of working (where identified, researching and working with other professionals to adopt new practices);
* To provide support to the Lead Speech and language Therapist when requested.

Practical implementation

* To implement and contribute to a comprehensive list of transactional supports which will be used for pupils at varying stages of development in their communication;
* To support classroom staff to implement a range of non-negotiable speech and language strategies to be used to support pupils with ASD;
* To act as a source of expertise in providing speech and language therapy specialist assessment, to plan and modify programmes and goals;
* To assess, develop and implement specialist speech and language intervention across the school;
* To ensure children’s objectives are integrated in programmes which are imaginative, innovative and develop children’s motivation and independent communication.
* To assess the need for materials and equipment to enhance children’s learning within programmes and to directly support team members in the preparation of resources;
* To produce and share reports with professionals and parents at Local Authority Annual Reviews;
* To write outcomes which are tailored to the individual, collaboratively with parents and teaching staff, and review and reflect on their success.
* To use evidence based practice when planning and delivering interventions at all levels
* To contribute to the collection of outcome data to inform service improvement and enhance progress for pupils.

Training & support

* To provide specialist training for parents and colleagues at all schools within the Academy Trust.
* To support Lead SALT with mentoring and developing practical skills of students and newly qualified speech and language therapists;
* To provide training for staff in how to use the various transactional supports for communication;
* To participate and deliver external training and courses where required and as appropriate to knowledge base
* To complete all mandatory training required
* To provide support, advice and guidance and resources for parents and families.

Self- management

* To review and evaluate the quality of intervention to ensure it is meeting the needs of pupils;
* To contribute to the development of school policies and procedures that are relate to the speech and language needs of the school population;
* To contribute to a learning environment that supports the best possible development for the communication needs of pupils;
* To be proactive in own CPD and contribute to the school’s performance management program, in relation to your own areas of expertise.

This job description reflects the most significant aspects of the role, however there may well be an expectation to carry out other activities that are within the scope of the role.

**General duties and responsibilities:**

* To help promote positive behaviour, ethos and values;
* To be committed to the safeguarding and welfare of all children;
* To show commitment to Equal Opportunities to all children and adults at Aspire;
* To work with colleagues in ensuring efficient and responsible use of resources and equipment;
* To accept joint responsibility with others, who work at Aspire, for the general appearances of the building’s interior appearance, including general tidiness and displays;
* To respond to children’s health, safety and welfare needs (informing another member of staff when appropriate) and to carry out some ‘janitorial’ duties on a regular basis and respond appropriately, if any special need arises;
* To understand and follow all policies;
* To work together collaboratively and professionally, being diplomatic and tactful;
* To be a good role model in speaking and listening, using correct grammar;
* To report any concerns directly to the class teacher, Operations Manager or other members of the Senior Leadership Team.
* To maintain records, reports and other paperwork.
* To demonstrate clinical effectiveness by use of evidence based practice and outcome measures.

**Grove Park Academies** are committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including a health check, an enhanced DBS check and satisfactory references.

This job description will be reviewed in September 2023 to reflect or anticipate changes in the job. This job description will be reviewed annually or when necessary.

You may be asked to work between all schools in the Academy Trust.

You will report tothe Headteacher.

**Declaration**

As a Specialist Speech and Language Therapist, I will be committed to the rights of pupils and promote their wellbeing and safeguarding at all times; making this my priority. It will be my duty to adhere to all safeguarding policies and share relevant information.

As part of the risk by association legislation I will inform my line manager immediately if anyone in my household has been cautioned or convicted of a sexual assault or violent offence; my own children are subjected to a court order; or if I have been disqualified from private fostering.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Headteacher: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_