

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

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 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 develop specialist knowledge in ASD approaches, advising, supporting and providing training for school staff and parents.

Specific Duties

Practical implementation

- To assess, develop and implement specialist speech and language intervention across the school, independently managing a caseload of pupils, seeking clinical support and supervision when necessary.
- 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 and SLCN
- To act as a source of expertise in providing speech and language therapy specialist assessment, to plan and modify programmes and goals;
- To ensure children's objectives are integrated in programmes which are imaginative, innovative and develop children's motivation and independent communication.
- To produce and share reports with professionals and parents at Local Authority Annual Reviews;
- To write outcomes which are tailored to the individual, collaboratively written 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.
- To show sensitivity to the emotional needs of pupils and parents, especially when sharing information which may be distressing or upsetting, or where there are barriers to communication.
- To refer children to other services as required

Training & support

- To contribute to training for staff in how to use the various transactional supports for communication;
- To contribute to supporting Speech and Language Therapy Assistants, and Speech and Language Therapy Students as required e.g. through observations.
- To provide support, advice and guidance and resources for parents and families.
- To contribute to occasional training for parents, and colleagues at all schools within the Academy Trust
- To develop evidence based knowledge and skills in a range of clinical areas including: Neurodiversity, Learning Difficulties, Speech Disorders and Augmentative and Alternative Communication, and use this to inform clinical decisions.
- To complete the Clinical Competencies required of a Newly Qualified Practitioner, as set out by the RCSLT
- To complete all mandatory training required by Bourne Multi Academy Trust Alliance

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 other Speech and Language Therapists and other school staff when requested.

Self- management

- To review and evaluate the quality of intervention to ensure it is meeting the needs of pupils;
- 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 attitudes, behavior, 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 respond to children's health, safety and welfare needs (informing another member of staff when appropriate)
- To understand and follow all policies;
- To work together collaboratively and professionally, being diplomatic and tactful;
- To report any concerns directly to the Lead Speech and Language Therapist or other members of the Senior Leadership Team.
- To maintain records, reports and other paperwork, following RCSLT Professional and Clinical and Guidelines.
- To demonstrate clinical effectiveness by use of evidence based practice and outcome measures.
- To regularly reflect on own clinical practice, through written or verbal means.
- To be accountable for your own professional actions, maintaining professional boundaries and following local and national codes of conduct
- To independently maintain membership of relevant professional bodies, including the Health and Care Professionals Council and the Royal College of Speech and Language Therapy.

Bourne MAT Alliance 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 2026 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 to the Lead Speech and Language Therapist

Declaration

As a 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: _____