

Job Description

Job Title: Speech and Language Therapist
Kent Scheme I

Responsible to: Headteacher

Purpose of the Job: To lead on appropriate Speech and Language support across the school.

Responsible for: Direct management responsibility for specialist speech and language therapists, and speech and language therapy assistants.

Key duties and responsibilities:

- To adhere to national and local standards and guidelines relating to Professional Practice (CQ3).
- Practice within legal frameworks whilst considering professional and ethical principles
- Lead the development, implementation and evaluation of the whole school Speech and Language Therapy strategy
- Promote evidence-based approaches and quality improvement across pathways
- Be responsible for assessment, differential diagnosis, formulation of treatment plans, writing assessment reports, planning and providing appropriate intervention and evaluating the treatment outcome for each individual child
- Provide professional leadership, direction and coordination for therapists and therapy assistants.
- Allocate workload, monitor workflow and ensure consistent, high quality practice.
- Lead the planning, design and delivery of the school wide staff communication training programme including pathway specific sessions and targeted coaching
- Work with external partners to coordinate specialist training input when required
- Monitor the Speech and Language therapist and assistants competency and development needs, keeping clear documentation
- Seek second opinions where necessary and accept support from designated colleagues
- Participate in multidisciplinary meetings and contribute to whole-school communication strategies.
- To work in collaboration with all teaching staff, support staff and parents
- Contribute to EHCP reviews and target setting
- Work closely with the teachers and support staff to integrate therapy into classroom activities
- To support families in order to help develop communication systems and understand their child's communication needs
- Represent the school in meetings with external agencies
- Act as a professional representative, communicating the school values, expectations and specialist knowledge
- Contribute to multi agency planning and decision making to support children's communication needs.
- To contribute to the school improvement plan by providing specialist input

- To refer pupils to other services as appropriate
- To share knowledge, experience and skills with staff
- Demonstrate commitment to personal development and acquisition of further skills and knowledge
- To maintain professional standards by attending study days, special interest groups, peer supervision, etc. in accordance with standards laid down in Communicating Quality.
- Comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person

Person Specification

	CRITERIA
QUALIFICATIONS	<p>RCSLT recognised degree in Speech and Language Therapy</p> <p>Membership of the Health Professional Council</p>
EXPERIENCE	<p>5 years experience as a Therapist</p> <p>Experience of working with children and young adults who have special educational needs</p> <p>Experience of a range of communication impairments</p> <p>Experience of working with children with Speech and language delay and disorders, social communication disorders and Social, emotional and Behaviour needs.</p> <p>Experience in delivering staff training</p> <p>Experience of working in a school setting</p>
SKILLS AND ABILITIES	<p>Excellent interpersonal skills</p> <p>Excellent verbal and written communication skills</p> <p>Excellent organisation skills</p> <p>Strong organisation and time management skills</p> <p>Ability to lead, supervise and motivate a team</p> <p>Strong problem solving and reflective practice</p> <p>Confidence in delivering whole school, or cross pathway training</p>
KNOWLEDGE	<p>Understanding of total communication approaches and of alternative and augmentative communication including low and high tech devices</p> <p>Knowledge of safeguarding and SEND requirements</p> <p>Understanding of how communication needs impact learning, behaviour and wellbeing</p>
BEHAVIOURS	<p>Ability to work flexibly and creatively</p> <p>Ability to work unsupervised, either on own initiative or as a member of a team</p> <p>Professional, resilient and reflective approach</p> <p>Strong teamwork and relationship building skills</p> <p>Commitment to child focused practice</p> <p>Proactively contributes to a positive team culture</p>